

In the Matter of Arbitration Between:

INLAND STEEL COMPANY  
and  
UNITED STEELWORKERS OF AMERICA,  
Local Union 1010

ARBITRATION AWARD NO. 555  
Grievance No. 13-G-12  
Appeal No. 679

PETER M. KELLIHER  
Impartial Arbitrator

APPEARANCES:

For the Company:

Mr. Robert H. Ayres, Assistant Superintendent, Labor  
Relations Department  
Mr. T. C. Granack, Divisional Supervisor, Labor Relations  
Department  
Mr. D. Dillman, Job Analyst, Wage and Salary Administration  
Mr. W. R. Wilson, Assistant Supervisor, Electrical  
Department  
Mr. E. G. Gaston, Senior Wage Analyst, Wage and Salary  
Administration

For the Union:

Mr. Peter Calacci, International Staff Representative  
Mr. William Mitchell, Witness  
Mr. R. Hutchinson, Griever  
Mr. Al Garza, Chairman, Grievance Committee  
Mr. C. Guernsey, Witness

STATEMENT

Pursuant to proper notice, a hearing was held in Gary, Indiana,  
on September 18, 1963.

THE ISSUE

Grievance No. 13-G-12 reads:

"The Union contends that the job description and  
classification of Electrical Repairman, Index  
No. 76-2016, is improperly described and classi-  
fied."

The relief sought reads:

"Request that the above aggrieved occupation be

reclassified and redescribed so as to reflect in an upward revision."

The Parties are in agreement that the following issue is raised by the grievance:

"Whether the Company properly developed a job description and classification for Electrical Repairman, Index No. 76-2016, in accordance with the provisions of Article V, Section 6 of the January 4, 1960 Agreement and the Job Description and Classification Manual."

### DISCUSSION AND DECISION

As part of the background of this case it must be noted that the Company after the installation of the new No. 2 Slab Yard in 1957 and the addition of certain other equipment did consolidate the Finishing End Motor Inspector job classification and the Plate Finishing Motor Inspector job classification into a single Motor Inspector Occupation (Job Class 15). This Arbitrator in Arbitration Award No. 355 held that the Company did not have a right to unilaterally affect this type of consolidation. The Company then reinstated the job descriptions and classifications for the Plate and Finishing End Motor Inspectors. At that time the Company also presented the Union with a job description and classification for a new job with the title of Electrical Repairman, Index No. 76-2016 (now 76-7593) Job Class 12. It is the propriety of this job title, description, and classification that constitutes the issue in this case.

With reference to the propriety of the job title, the Arbitrator must find that the Electrical Repairman title is a title that is used throughout the industry for occupations that are assigned to the specific type of work here involved. As Arbitrator Schmid in Arbitration No. 82 stated:

"In the theory and practice of Job Classification, Job titles at best are merely convenient words that makes for easy identification of specific jobs in every day conversation. Almost without exception Job Classification plans provide for some type of index numbers to specifically, and without possibility of error, identify each separate job classified.

The changing of a job title, without changing of the job duties would in no way effect the job classification for that job."

This Arbitrator must find that the job title of Electrical Repairman is representative of the type of work performed and does make for easy identification of the specific job involved.

The PRIMARY FUNCTION of the Electrical Repairman reads:

"Inspect, repair, replace, install, adjust and maintain assigned electrical equipment in slab yard." (Co. Ex. A-1).

The PRIMARY FUNCTION requested by the Union reads:

"Performs routine maintenance inspections and repairs, improvement and alterations and emergency repairs to the 76"-46"-44" and the new Bloomer Electrical equipment to keep these departments operating efficiently and without delays."

The Union did not rebut the Company's testimony that if the description were so worded it would, in effect, establish one occupation for the inspection, repair and maintenance of all electrical equipment in the 76" and 44" Hot Strip Mills, No. 3 Blooming Mill and No. 4 Slabbing Mill. If such a primary function were to be established it might have the effect of superceding the various Motor Inspector occupations in several departments. It is unrefuted also that the Electrical Repairman does not, in fact, work on any production units in any of the above referred to departments. His assignment is to the Slab Yard area.

A careful analysis of the job description for Electrical Repairman (Co. Ex. A-1) shows that the "equipment used" is adequately described.

This Arbitrator fully understands the disappointment of employees presently classified as Electrical Repairmen (Job Class 12) who during the interim period received Job Class 15 as Motor Inspectors. (Un. Ex. 4) One of the Union's basic contentions is stated as follows in its brief:

"The real issue before us actually is that the aggrieved believe that since their duties have not been changed, the classification of Motor Inspector, Index No. 76-2010 (Union's Ex. 4) originally developed on a unilateral basis which was cancelled after decision on Grievance No. 13-F-50, Award No. 355 went in favor of the Union, was proper for the required work performance expected of the grievants."

This classification and description for Motor Inspector, Index No. 76-2010 (Union Ex. 4) is not in existence and on the basis of Arbitration No. 355 was actually a void description and classification from its very beginning. This classification which was referred to in the record as the interim Motor Inspector classification cannot be the basis of comparison because only existing jobs may be used for this purpose. It must be noted, however, that under that interim description employees were required to perform the specified work on "all electrical equipment in a major producing unit or assigned area". The employees presently classified as Electrical Repairmen do not now perform work on "electrical equipment in a major producing unit". Their work is primarily concerned with electrical equipment on cranes and transfer cars.

Basic to all of the coding factors in dispute is the particular type of work involved. In the Electrical Repairman classification as compared with classifications having the same or higher coding than the Electrical Repairman job, the Slab Yard equipment assigned to the Electrical Repairmen is not of the same complexity as that of mill production equipment. It is not synchronized or tied in with fast moving production units. The equipment serviced by the Plate Finishing Motor Inspector in the 76" Mill has variable speeds and variable frequencies which make for additional complexity. The operations can vary. These motors must be synchronized with other motors through the electrical system. The Finishing End Motor Inspector must work on equipment such as Coilers that have regulators and which are synchronized with the Mill.

With reference to the factor of INITIATIVE, it is the Union's claim that the coding of 4-C-2 is not proper. The Union requests coding 4-D-3. The coding requested by the Union here would be higher than that assigned to the Plate Finishing Motor Inspector who works with more complex equipment. It would also be higher than that assigned to the Motor Inspector--Structural Mills who performs work on large Rolling Mills. The Union has failed to specify any job where the coding 4-D-3 exists that has equipment with the limited complexity of the equipment worked on by the Electrical Repairman. Items referred to by a Union witness as evidence of the exercise of initiative involved moving a panel board from one place to another. The Union did not cite any examples that would compare to the degree of ingenuity required of a Pattern Maker who does have the "D" degree. Even assuming that an individual employee in this classification of Electrical Repairman exercised some personal initiative "beyond the basic requirement of the job", this "cannot be used as a basis for rating the initiative factor". (See Page 42, JOB DESCRIPTION AND CLASSIFICATION MANUAL, published July 1, 1962). The Arbitrator must find that if the coding 4-D-3 were to be assigned, this would create an inequity because numerous Motor Inspector occupations are performing work on more complex equipment and have

only the 4-C-2 coding. It must also be noted that the Leader here directs the Electrical Repairman. The testimony is that he is called out an average of three times a turn and that he does line the Electrical Repairmen up on jobs. It is the Leader's responsibility to answer all calls concerning these Cranes in the Slab Yard.

With reference to the EDUCATION factor, it is the Union's claim that this job should be coded 4-C-11 rather than 4-B-10. The record does show that the "C" degree has been assigned to the Finishing End Motor Inspector because Level 4 there is a "distinctly preferable qualification" based upon the more complex and higher speed units assigned to that classification. The Motor Inspector in the Blooming Mill also receives the coding "C". There he is required to manipulate controls in connection with reversing equipment. The Motor Inspector in the Pickle House has the same wording as to the "basis of rating" and the coding there is only 4-B-10, the same as the Electrical Repairman. He, like the Electrical Repairman, is also required to interpret blueprints and diagrams. The important consideration here is that if the Electrical Repairman were moved to the Coilers in the Mill, he would have to have additional transferable knowledge to qualify for that job. Many employees are required to understand and apply principles of electricity and to interpret blueprints and diagrams, but this does not determine the degree. This can only be done with reference to an analysis of the complexity of the work involved on the various jobs.

Under the factor of EXPERIENCE the Union requests that this be raised from 2-B-4 to 2-D-8. This again would constitute an inequity with reference to employees in Motor Inspector occupations who service more complex and higher speed production units than the overhead cranes and transfer cars principally involved in the Slab Yard.

Under the factor of MENTAL EXERTION, it is the Union's claim that the proper coding is 3-C, 4-A-9. It must be noted that the job description of Electrical Repairman does not indicate that he directs others. The description coding here requested can have meaning only with reference to the specific equipment worked on and the duties performed. If the Union's request were to be granted, Electrical Repairmen would receive a higher coding than assigned to Motor Inspectors in other departments who work on more complex, higher speed and more varied equipment. The Union's witness was not able to describe the amount of time spent in "troubleshooting" which the Union alleged necessitated a high degree of Mental Exertion.

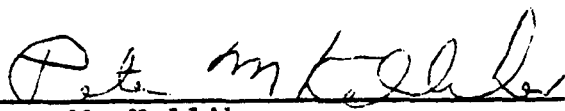
With reference to the factor AVOIDANCE OF SHUTDOWN, the Union requests that this coding be increased from 2-C-3 to 3-C-6 because of the alleged delays that can ensue during repairs. The Union

did not dispute the Company testimony that there is no Level 3 or Level 4 equipment worked on in the Slab Yard. It must be noted here that the Maintenance Crane Machinists and Crane Repairmen who perform mechanical repair and maintenance work on these same cranes and transfer cars are assigned this same Level 2 as the Electrical Repairmen. The testimony is that where a major repair involving considerable time is involved, both the Electrical Repairman and the Crane Machinists may have the crane moved or set aside. This decision as to whether the crane should be moved is usually made by the Slab Yard Foreman. It is difficult to find any basis for differentiating between the Level 2 applicable to Crane Machinists and Crane Repairmen and the Level 2 assigned to Electrical Repairmen under this factor. The same mills could be affected whether the work to be performed is mechanical or electrical because the same cranes are involved. Although the Electrical Repairman may work on a great number of cranes, none of this equipment can be considered Level 3 or 4 work.

Based upon all the evidence, the Arbitrator must find that the codings applied are proper.

AWARD

The grievance is denied.

  
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Peter M. Kelliher

Dated at Chicago, Illinois  
this 26 day of November 1963.