

In the Matter of Arbitration Between:

ARBITRATION AWARD NO. 557

INLAND STEEL COMPANY

- and -

UNITED STEELWORKERS OF AMERICA,  
AFL-CIO, Local Union No. 1010

Grievance No. 6-G-10

Appeal No. 949

PETER M. KELLIHER  
Impartial Arbitrator

APPEARANCES:

For the Company:

Mr. Robert H. Ayres, Assistant Superintendent, Labor Relations  
Mr. Thomas C. Granack, Divisional Superintendent, Power Dept.  
Mr. Paul Thanos, Assistant Superintendent, Power Plant  
Mr. Wilbur Grundstrom, Supervisor, Wage and Salary  
Mr. David Gott, Job Analyst, Wage and Salary  
Mr. George Applegate, Job Analyst, Wage and Salary

For the Union:

Mr. Peter Calacci, International Representative  
Mr. John Bierman, Griever  
Mr. Leonard Jones, Assistant Griever  
Mr. Walter Tabaczynski, Witness  
Mr. G. Anunson, Witness  
Mr. L. Chickie, Witness  
Mr. Al Garza, Chairman of Grievance Committee  
Mr. S. Logan, Witness

STATEMENT

Pursuant to proper notice a hearing was held on November 20, 1963  
in GARY, INDIANA.

THE ISSUE

The grievance reads:

"The aggrieved employees, Boilers Engineers, #2  
A. C. Station, Index No. 36-0390, allege that  
their job description and classification is  
improperly described and classified under the  
Manual.

The aggrieved contend that due to the addition of  
new equipment and added job requirements their  
job classification should be raised."

The relief sought reads:

"Aggrieved request the Company present a new description and higher classification for the occupation."

### DISCUSSION AND DECISION

The Arbitrator must find that there was no testimony presented that would warrant a change in the job title from Boiler House Operator to Senior Boiler House Operator. The Arbitrator must also find that the present job description adequately identifies and describes the work that is performed.

### EXPERIENCE

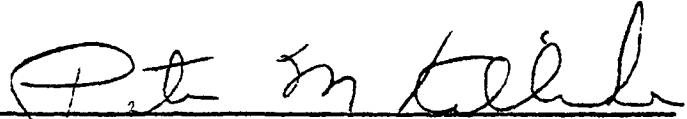
The Union requests that the code value assigned be increased from 4-C-18 to 4-D-20. There is no occupation at this Company that is coded 4-D-20 for this factor. It is evident that the Boiler Operator receives the coding of 4-C-18 for a variety of reasons beyond the Water Tending System, i.e., the size of the Boiler House, the number of boilers, the type of direction exercised, and the number of employees directed. Under the present coding the basis of rating is "54 months' experience essential". The Union presented the testimony of a Senior Assistant Operator who stated that he would need an additional six months' experience to qualify as a Boiler Operator. It was his opinion also that an "average worker" would qualify for the Boiler Operator job with an additional six months' experience. (Tr. 387 and 388). There is no evidence in this record that would permit this Arbitrator to increase the number of months' experience that is essential. The Union testimony actually supports the finding that at most 54 months' experience is essential. This is the present basis of rating for the Boiler Operator. The Arbitrator must find that the coding 4-C-18 is proper.

### MENTAL EXERTION

It is the Union's request that the code value be revised to 5-A, 4-C-13 rather than 4-C, 3-A-11. The Union uses the occupation of First Switchboard Operator No. 2 A. C. as a comparison. It is noted, however, that under the primary function that the purpose of that job is related to the proper generation and distribution of electric energy and steam. The record does not show that the Boiler Operator has any function in relation to directing and controlling the use of purchased fuels "to balance cost". No evidence has been presented that would tend in any manner to indicate that the present codings are improper. The Arbitrator must find that the proper code value is 4-C, 3-A-11.

AWARD

The Arbitrator must find that the coding 4-C-18 for the factor Experience is proper. The proper code value for the factor Mental Exertion is 4-C, 3-A-11.

  
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Peter M. Kelliher

Dated at Chicago, Illinois  
this 14 day of January, 1964.