

In the Matter of Arbitration Between:

INLAND STEEL COMPANY

and

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

ARBITRATION AWARD NO. 559

Grievance No. 6-G-35

Appeal No. 951

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. 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. Al Garza, Chairman of Grievance Committee  
Mr. Harry Phillips, Witness  
Mr. Gene Hunt, Witness  
Mr. Louis Chickie, Witness  
Mr. Alexander Bailey, Witness  
Mr. Sylvester Logan, Witness

STATEMENT

Pursuant to proper notice a hearing was held on December 16, 1963  
in GARY, INDIANA.

THE ISSUE

The grievance reads:

"The aggrieved employees, Water Tenders, 2 A. C.  
Station, Index No. 36-0406, 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

No evidence was introduced that would warrant changing the job description of Senior Water Tender, #2 A. C. Station.

### QUICKNESS OF COMPREHENSION

It is the Union's request that the code value be raised from C-2 to D-3. The evidence does show that the Automatic Bleeder does correct fluctuations to a large degree. The pressure charts introduced in an earlier case do not show any marked degree of fluctuation between the 2 A. C. Station and the 3 A. C. Station. The Union witness testified that he never lost a furnace or heard of anyone losing a furnace due to the condition of high and low gas pressures. The record appears to indicate that the loss of boilers due to blast furnace gas prior to 1963 was due in part to a maladjustment that allowed steam to come in. Once this situation was corrected, this constituted less of a problem and during the year 1963 to the date of the hearing there were only ten occasions where a Boiler was lost due to blast furnace gas. The evidence also indicates that a pressure check, which is caused by blast furnace operations, is a variation of pressure and that this has always been part of the job responsibilities of this occupation. The Turbo Generator Engineer, #3 A. C. Station, operates and directs the use of generating equipment which is more comparable to the Boiler Operator who leads and directs the operation of the entire 2 A. C. Station. The Union is here requesting the same coding for the Senior Water Tender as is applied to the Boiler Operator. No evidence has been produced that would warrant a change in the code value assigned. The Arbitrator must find that this factor is correctly coded C-2.

### EXPERIENCE

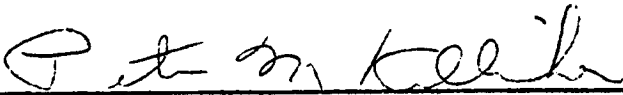
As indicated in prior cases in these proceedings, the Arbitrator believes that the use of natural gas as a separate and independent fuel beginning in 1960 did increase the length of time that it would require a normal employee to "pick up the needed practical knowledge on the job from his exposure to the work". The Senior Water Tender here must decide which Boiler and Burners are to be used for natural gas. His only instructions relate to the amount of natural gas that should be used. Based upon the evidence presented the Arbitrator must find that the proper coding for this factor is 3-C-12.

## ACCIDENT EXPOSURE

It is the Union's claim that the code value assigned should be increased from 2-D-6 to 3-D-10. The job of Second Helper is cited by the Union as being comparable. It is noted, however, that the Second Helper is exposed to possible injury from molten metal splashes and from charging car activity. This type of exposure for the Second Helper is more frequent. The testimony is that the Union did present a grievance on behalf of certain maintenance jobs in the Springfield Boiler House requesting a 3-D-10 code value, but later dropped these grievances. The Company had there applied the 2-D-6 coding. It is evident that Maintenance Men may be severely injured while working on Boilers and in other regular job duties. At the present time none of the occupations in numerous Boiler Houses referred to in these proceedings are coded above 2-D-6. (Co. Ex. D). Sufficient evidence has not been adduced to warrant a change in the code value assigned. The Arbitrator must find that the proper coding is 2-D-6 for this factor.

## AWARD

It is the Arbitrator's Award that the factor Quickness of Comprehension is properly coded at G-2. The appropriate coding for the factor Experience is 3-C-12. The proper coding for the factor Accident Exposure is 2-D-6.

  
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Peter M. Kelliher

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