

In the Matter of Arbitration Between:

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

ARBITRATION AWARD NO. 560

Grievance No. 6-G-13
Appeal No. 949

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

Mr. Robert H. Ayres, Assistant Superintendent, Labor Relations
Mr. T. C. Granack, Divisional Supervisor, Labor Relations
Mr. G. H. Applegate, Job Analyst, Wage & Salary
Mr. P. Thanos, Assistant Superintendent, Power, Steam
& Combustion
Mr. A. W. Grundstrom, Supervisor, Wage & Salary Administration

For the Union:

Mr. Peter Calacci, International Representative
Mr. John Bierman, Griever
Mr. L. Jones, Assistant Griever
Mr. H. Phyllips, Witness
Mr. G. Hunt, Witness
Mr. L. Earle, Witness
Mr. A. Bailey, Witness
Mr. L. Chickie, Witness
Mr. S. Logan, Witness
Mr. Al Garza, Chairman of Grievance Committee

STATEMENT

Pursuant to proper notice a hearing was held in GARY, INDIANA,
on December 17, 1963.

THE ISSUE

The grievance reads:

"The aggrieved employees, Water Tenders, #2 A. C.
Station, Index No. 36-0412, 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 and changed conditions, 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

At the hearing the Union withdrew its objection to the job description. This grievance is limited to the Water Tender at the #2 A. C. Station even though the job description covers the #3 A. C. Station as well. Much of the evidence presented with reference to the Senior Water Tender is also applicable here. The Senior Water Tender does advise the Water Tender as to what to put on and how much by moving an arrow at his station. The Water Tender must then determine how he can comply with the Senior Water Tender's request. The testimony presented by the Union was not controverted that while the 3 A. C. Station fires under a set load and pattern, at the 2 A. C. Station it is necessary to take care of all swings. Natural gas is not used as a separate fuel at the 3 A. C. Station. The Arbitrator must find that since the same arguments were presented in both the grievance procedure and at the hearing the relationship to both this grievance and the grievance involving the Senior Water Tender, the same Award is proper.

AWARD

The Quickness of Comprehension factor is properly coded C-2. The Experience factor should be coded 3-C-12. The Accident Exposure factor is properly coded 2-D-6.


Peter M. Kelliher

Dated at Chicago, Illinois
this 20 day of January 1964.