

In the Matter of Arbitration Between:

INLAND STEEL COMPANY
and
UNITED STEELWORKERS OF AMERICA,
LOCAL UNION 1010

ARBITRATION AWARD NO. 561

Grievance No. 6-G-36
Appeal No. 952

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, 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, Firemen, 2 A. C. Station,
Index No. 36-0405, 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 Senior Fireman job description is proper. The Union here contends that the codings assigned to the following factors should be changed:

<u>FACTORS</u>	<u>FROM</u>	<u>TO</u>
Quickness of Comprehension	B-1	C-2
Experience	2-C-6	3-B-10
Accident Exposure	2-D-6	3-D-10

With reference to the factor Quickness of Comprehension it is evident from the testimony that the Senior Fireman here works under detailed instructions from the Senior Water Tender. Because of this detailed direction this Arbitrator is unable to find that the present coding of B-1 should be increased for Quickness of Comprehension. Under the factor Experience the Arbitrator must also observe that because the Fireman is essentially a Helper to the Senior Water Tender that there should not be any increase in the time required to "pick up" the needed practical knowledge from exposure to the work because of the use of natural gas here as a separate fuel. It is noted with reference to Accident Exposure that this occupation is coded identically to numerous other occupations in other Boiler Houses.

AWARD

The factor Quickness of Comprehension is correctly coded B-1. The factor Experience is properly coded 2-C-6 and the factor Accident Exposure is properly coded 2-D-6.


Peter M. Kelliher

Dated at Chicago, Illinois
this 17th day of January, 1964