

In the Matter of Arbitration Between:

INLAND STEEL COMPANY  
and  
UNITED STEELWORKERS OF AMERICA,  
AFL-CIO, Local Union No. 1010

ARBITRATION AWARD NO. 564

Grievance No. 8-G-23  
Appeal No. 1155

PETER M. KELLIHER  
Impartial Arbitrator

APPEARANCES:

For the Company:

Mr. Robert H. Ayres, Assistant Superintendent, Labor Relations  
Mr. T. C. Granack, Labor Relations Representative  
Mr. R. J. Brozovich, Labor Relations Representative  
Mr. W. Grundstrom, Supervisor, Wage & Salary Administration  
Mr. J. Brough, Assistant Superintendent, Power, Steam  
and Combustion  
Mr. R. Senour, Assistant Superintendent, Plant No. 2 Mills

For the Union:

Mr. Peter Calacci, Staff Representative  
Mr. William Young, Chairman, Grievance Committee  
Mr. Walter Green, Grievance Committeeman.  
Mr. Raymond Lopez, Griever Steward  
Mr. Sylvester Logan, Plant Union Committee  
Mr. Louis Chickie, Plant Union Committee  
Mr. H. Fields, Witness

STATEMENT

Pursuant to proper notice a hearing was held in GARY, INDIANA,  
on March 16, 1964.

THE ISSUE

The issue is the disposition of the following grievance:

"That the occupation of Heater is improperly  
described and classified under the procedures of  
the manual due to changed conditions and added  
duties."

## DISCUSSION AND DECISION

### EXPERIENCE

The Arbitrator must find that the description as written does accurately identify the principal job duties. The Arbitrator is required to determine whether there was a change in job duties by the installation of the two new reheating furnaces in 1960 which would affect the assigned coding for this factor. The evidence does clearly show that numerous changes were made. At one time there were four old furnaces, although actually only three had been operating during the last twenty-five years. The older furnaces were manually operated. They were approximately 55 feet in length and had a rated capacity of 50 tons per hour. The new furnaces are 70 feet long and have a rated capacity of 109 tons per hour. The Company testimony is that these new furnaces are basically the same type as the new furnaces that were installed in the 76" Mill and are made by the same manufacturer. When the new furnaces were installed in the 28" Mill, the Heaters were given a training period at the 76" Mill in some cases as long as one month. Considerable differences do exist between not only the operation of the old and the new furnaces, but in the job duties of the Heater. The old furnaces had a natural draft stack. The Union testimony is unrefuted that the Heater had no actual control over draft in the old furnace while now he is responsible for controlling the draft. There was a complete manual operation of the old furnaces. There were no temperature indicators, and the Heater had to determine the temperature by visual observation. Dampers were adjusted by hand. Under the new furnace operation, there are a great many automatic controls, but the Heater is required to set the controls and then to determine from visual observations when controls must be reset and if they are functioning properly.

Under the old furnace set-up the Engineer checked the fans on the lighting-up process. Now the Heater must make a switch-over on valves. There is an additional heating zone in each furnace and an increase in the number of levels. On the old furnace it was possible to control the furnace from just two height levels. Now the employee is required to cover three different height levels. The new furnaces now have a separate gauge for each burner. In some zones there are nine gauges and in others seven. There has been a great increase in instrumentation. The old furnaces had only one gauge for oil. The Union testimony is that the job of rolling rails which was discontinued prior to the installation of the new furnaces was not as difficult with reference to the maintenance of temperatures. Rails had to be maintained only at "wash point" while on Tellurium the heat must be kept below 2200 degrees or the steel will be burnt. The testimony also is that under the old furnaces it was difficult to get above 2200 degrees temperature so that there was little actual problem of steel being burnt. With the additional heating zone in the back,

the temperature goes up at a much more rapid pace. The Heater must constantly observe a greater area and must drop the heat immediately in other zones if it goes up too rapidly in the back zone. This would require considerable experience to prevent excess heat. The record also indicates that copper bearing steels are not as critical because it is possible to go up to 2400 degrees without damage to them. This is not true with reference to Tellurium which was not run on the old furnaces.

In analyzing the entire record the Arbitrator must conclude that although the essential functions of both the old and new reheating furnaces are the same, the method of operation and the job duties of the Heater are different. The instrumentation is not limited to one simple gauge. There are now a greater number of gauges and they are of different types. They include meters and recording instruments like the fuel-air ratio gauges. The Heater does now control the draft through the use of instrumentation. He is able to obtain more precise control over the heats. The testimony here does conclusively show that a change in job content was brought about by the installation of the two new furnaces. There has been an increase in the general experience level now required by this job. The Arbitrator must find that 48 months experience is now essential. The coding 4-B-16 is appropriate.

#### PHYSICAL EXERTION

The record here fails to disclose any essential change in job duties that would affect this factor. The Hearth is cleaned in essentially the same manner, even though a plow is no longer used. There is less slag build-up with the new furnaces. The bars are the same weight. Both the Company and the Union witnesses are in agreement that there are less pile-ups. The use of a wrench with a "wheel on the end" does not indicate any substantially increased exertion. The climbing referred to by the Union witness simply involves walking up stairs. The record fails to disclose that on balance there is any change in this factor. The present coding 4-A 2-C-6 is proper.

#### ENVIRONMENT

Because the Parties are in apparent agreement that the Heater and the Heater Helper are equally affected by the Environmental conditions the testimony covering both job classifications is here considered together. The testimony in this record does show that there is now a new height level. The Heater is required to ascend here about eight or nine times a day to adjust burners. There is

no free flow of air in the upper level and the heat does rise. The heat in the upper area is considerably more intense than that encountered by merely looking inside a furnace.

The Parties are in disagreement as to the measurement of the extreme heat condition in this area. It was the Union's claim that an Instrument Serviceman did measure the temperature and it ranged from 180 to 225 degrees. The Company's Occupational Hygiene Division took temperature readings on March 17, 1964 of 96 degrees with humidity of 18 per cent at the No. 1 Furnace and 91 degrees and 17 per cent humidity at the No. 2 Furnace. The testimony, however, does show that construction work was going on at that time and because the roof was open and side walls were out this would have an effect on both Furnaces Nos. 1 and 2. It is evident that if the temperature could be 96 degrees in this area when it was 30 to 35 degrees outside that with the roof and side walls closed that the temperature could go substantially in excess of 100 degrees. The Heater and Heater Helper spend some of their time in the air conditioned control room and other times are required to ascend to this new height level where definitely extreme heat exposure exists. The 1-D-4 coding is proper where "extreme heat exposure exists at times". The Arbitrator must here find that the condition does exist and that the coding of 1-D-4 is proper.

AWARD

The Arbitrator must find that the proper codings are as follows:

Experience	4-B-16
Physical Exertion	4-A 2-C-6
Environment - Temp. Wetness	1-D-4



Peter M. Kelliher

Dated at Chicago, Illinois

this 11th day of April 1964.