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United States Steel Corporation American Bridge Division Los Angeles Plant and United Steelworkers of Americ Local Union 2058

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BOARD OF ARBITRATION

Case No. USS-7513-AB

January 14, 1971

ARBITRATION AWARD

United States Steel Corporation
American Bridge Division
Los Angeles Plant

and

Grievance No. AB-LA-69-41

United Steelworkers of America
Local Union No. 2058

Subject: Job Classification

Statement of the Grievance: "The Union alleges Job No. 147, Drill Press Operator (N/C), is improperly classified under the provisions of the Manual. The respective positions of the parties with respect to the factors and factor codings in dispute are put forth on the attached Job Description and Classification Grievance and Stipulation."

Contract Provisions Involved: Section 9 of the American Bridge Division Agreement of August 1, 1968 and the Job Description and Classification Manual of September 1, 1957.

<u>Grievance Data</u>	<u>Date</u>
Grievance Filed	August 8, 1969
Third Step Meeting	August 8, 1969
Appealed to Fourth Step	August 28, 1969
Fourth Step Meeting	October 15, 1969
Arbitration Hearings	April 15, 1970 and September 15, 1970

Statement of the Award: The grievance is denied.

BACKGROUND

USS-7513-AB

This grievance protests the classification of "Drill Press Operator (NC)", Los Angeles Plant Job No.147. The job was newly installed November 10, 1967, and the Job Description was approved by the parties on December 26, 1968. 1

The Union, contending the job is improperly rated in all Factors except 4, 8, 10 and 12, claims it should be in Job Class 14 rather than Job Class 8. The position of each side is as follows: 2

<u>Factor</u>	<u>Company</u>	<u>Union</u>
* 1	B .3	C 1.0
* 2	C .8	D 1.2
* 3	C 1.6	D 2.2
4	B .5	B .5
* 5	C50.5	C 1.2
* 6	CMd.7	D 1.5
* 7	C 1.0	D 2.0
8	C .8	C .8
* 9	B .5	D 1.5
10	C .8	C .8
* 11	A Base	B .4
12	<u>B .4</u>	<u>B .4</u>
Total	7.9	13.5
Job Class	8	14
* In Dispute		

The Description of Job 147 shows that its primary function is to "Setup and operate an automatic drill". The drill is a one-spindle, single head, "numerically-controlled" machine for use on small or medium size pieces of steel plate. Material, consisting of one or more pieces of plate, is placed on a table and positioned for drilling by alignment of the X and Y axes against pre-set stops. Holes are drilled to specification by data which the Operator inserts in the machine by tape or dials in manually from information provided on a template. The Operator installs the proper drill, sets the limit stroke and activates the machine for the automatic drilling process. During the drilling cycle he performs "attendant functions", observing the operation to activate "the anti-chatter, drill retract or emergency stop button" as required. He uses a hand hoist or a pendant-controlled crane to lift and move material to and from the machine. 3

The Union's request for reclassification of Job 147 is based on its comparison of the duties and factor ratings with those applied in the case of Gary Job 241. The latter is a Class 11 job entitled "Drill Press Operator (Horizontal Multiple)". It involves operation of a double-head, horizontal-multiple (40) spindle drill designed for drilling holes in flanges of structural columns and large "CB" sections. The Operator must interpret drawings to determine hole spacings and set stops on a "Paxon rack" for feeding material to the machine. According to the evidence, the job requires careful interpretation of complex drawings and some mathematical knowledge to obtain the proper orientation of material for drilling. The Union concedes that Gary Job 243, "Drill Press Operator (N.C.)", is similar in description and identical in classification to L.A. Job 147. But, it claims, reference should not be made to it for correlation purposes since the classification is under protest and subject to re-evaluation. 4

The Company claims that the classification of Job 147 is consistent with others which involve similar functions in the operation of tape and/or manually controlled drilling equipment. For example it refers to Ambridge Jobs 268, 271 and 272, Gary Job 246 and Benchmark 41. It claims that Gary Job 241, upon which the Union relies, is so different in terms of equipment and duties as to preclude comparison for classification purposes. 5

FINDINGS

The evidence submitted by the Union with reference to Gary Job 241 is not rebutted. But it is plain that the job is not really comparable to the one here in issue. There are major differences in the equipment. The Gary machine has a double-head with 20 spindles on each. The L.A. machine is a single-head, single-spindle device. Material is fed to the Gary machine on power driven rollers, with spacings set by adjustment of stops on a Paxon rack. The Operator must interpret drawings to set the stops and orient the material for drilling according to dimensions set out in inches and fractions of inches converted to decimals. On the Los Angeles machine the material is placed on a table by hand or power hoist. Each piece of plate is oriented by positioning an indexed corner against fixed stops which are 6

"zeroed" for the first drilling step. The piece (or stacked pieces) is then drilled automatically by numerical controls supplied by tape. Although there is usually a tape for each job, the Operator can provide the data by dialing numbers (representing inches and fractions converted to decimals by table) into the control console.

Clearly, the Gary Job is a much more complex operation not only because of equipment differences but because it requires interpretation of drawings, calculation of spacings, setting of stops and initial orientation of material by careful mental and manual processes. While the Los Angeles job requires care and attention in the identification of templates and material and the "read-out" of tape, it does not require blue print reading or application of such data for orientation of material for drilling. It is proper that these differences be reflected in the classification of the jobs and particularly in Factors 1, 2 and 3. Since the present ratings in these Factors is consistent with the classification of other similar tape and/or manually controlled drilling operations, there is no sound basis for granting the adjustments claimed. 7

There is no dispute as to Factors 4, 8, 10 and 12. While the Union seeks an adjustment of Factors 6, 7 and 11, the correlation job which it relies upon is now rated the same as Job 147 in these Factors. Accordingly, there is no evidence to justify any change. Some question was raised whether Job 147 involves outside work. An investigation at the job site disclosed that the Operator may have to go to the open end of the building to retrieve the pendant-controlled crane, but he does not use the crane outside or perform any work out-of-doors. 8

The Union asks that Job 147 be increased from a rating of C \$50 .5 to C \$250 1.2 in Factor 5 - Responsibility for Material. Again, its correlation job carries a different rating (D 1.6). It appears that the higher ratings are applied where frequent checking and care is required to assure accuracy and prevent scrapping of material on a multi-spindle drilling operation. But the drilling jobs which are similar in nature to the single-head, single-spindle operation here in issue are rated C \$50 .5 or .7. This is the case with reference to manual as well as numerically controlled equipment (Cf. Benchmark 41 - "Drill Press Operator (Radial)" and Ambridge Job 268 - "Automatic Drill Attendant"). On this evidence, no reason is shown for awarding the adjustment requested in this Factor. 9

Job 147 is classified B .5 for Mental Effort described as "Light mental or visual application required to handle and position material on table and perform attendant functions as necessary in the operation of an automatic drill". The Union's correlation job is rated C 1.0 in this Factor for "Moderate mental or visual application required to set up and operate a multiple spindle drill press and perform other related work functions". Certainly, there is reason for the C 1.0 rating for the "Drill Press Operator (Horizontal Multiple)" job at Gary. But, as has been shown, that operation is more difficult in several respects than the one here in issue. The requirements of Job 147 are more akin to those of Jobs 268 at Ambridge, 246 at Gary and Benchmark 41 - all of which are classified B .5. The finding is that Job 147 is rated consistent with other jobs of a similar nature in Factor 9.

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Nothing in this finding should be construed as controlling with reference to the propriety of the classification of Gary Job 243.

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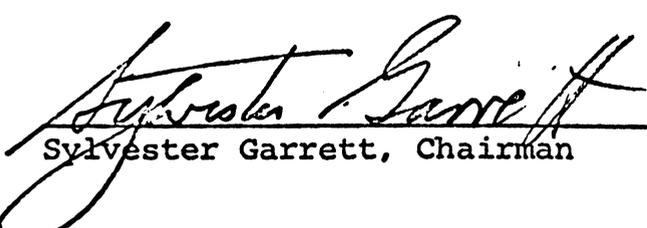
AWARD

The grievance is denied.

Findings and Award recommended
by


David P. Miller, Arbitrator

Approved by the Board of Arbitration


Sylvester Garrett, Chairman