

3-7-1966

United States Steel Corporation Tubular Operations Fairless Division - Lorain Works and United Steelworkers of America Local Union 5030

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BOARD OF ARBITRATION

Case No. USS-4866-T

March 7, 1966

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
TUBULAR OPERATIONS
Fairless Division - Lorain Works

and

Grievance Nos. NL-F62-103
NL-F62-104

UNITED STEELWORKERS OF AMERICA
Local Union No. 5030

Subject: Incentive Administration

Statement of the Grievances: Grievance No. NL-F62-103

"Does Management have the right to delete the incentive plan IF-540-013 covering bundling?"

"The union feels that there are no significant changes to warrant the development of a new plan.

"That the existing incentive plan IF-540-013 be held intact to cover the auto-bundling machines."

Grievance No. NL-F62-104

"Does Management have the right to make new or changed conditions without the establishment of an interim period?"

2.

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"Since Management has assigned men to operate the auto-bundling machines rather than manual bundling it is an obligation on Management's part to establish an interim period.

"That Management establish an interim period immediately and we be compensated for the loss in earnings we have incurred."

These grievances were filed in the Second Step of the grievance procedure October 22, 1963.

Contract Provisions Involved: Sections 9-C-1 and 9-C-2 of the April 6, 1962 Agreement, as amended June 29, 1963.

Statement of the Award: The grievances are sustained.

BACKGROUND

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Incumbents of the job of Automatic Strapping Machine Operator in the Finishing Department at Fairless Division - Lorain Works request coverage of their work by an adjustment to Incentive Plan IF-540-013 under Sections 9-C-2-a or 9-C-2-b of the April 6, 1962 Agreement, as amended June 29, 1963.

1

Until September of 1963 black and galvanized pipe were bundled exclusively on four so-called bundling tables by crews consisting of one Bundler (Finishing), Job Class 7, and two or three Bundler Helpers, Job Class 4. In this manual operation lifts of pipe are deposited on an entry table where a Bundler Helper checks for proper length. A bundle of pipe is then moved to the bundling nest where two or three men, stationed at the center and at both ends or only at the ends, place wire around the bundle. After the banding operation, the bundle is ejected into a cradle.

2

The Job Description of the job of Bundler (Finishing) has the following Working Procedure:

3

- "1. Receives instruction from Foreman relative to type of bundling and identification required.
2. Determines if adequate supply of bundling material is available at bundling table. Obtains additional supplies or arranges to have them delivered to bundling station.
3. Advises crew of bundling procedures to follow according to product being processed.
4. Working with bundling crew, rolls proper number of pipe into nest, places wire around bundle and tightens with bundling tool.

- "5. Identifies, counts and records data pertaining to production at the bundling stations.
6. Prepares length and class identification tags according to specifications.
7. Changes nesting device for various size pipe.
8. Trips lever to drop pipe into chute leading to cradle.
9. Assists in removing damaged or defective pipe from bundling table.
10. Keeps work area clean."

This operation is covered by Incentive Application IF-540-013 with the following description:

4

"The work of the crew is to bundle black and galvanized butt weld pipe of various sizes. The amount of work performed by the crew is reflected in the number of bundles of pipe processed, the number of lifts of finished pipe and the number of operating hours on measured work."

In September of 1963 the Company converted Tables 1 and 2 for installation of automatic banding machines manufactured by Signode. Each of the two tables was widened,

5

and arrangements were made for the placing of automatic machines at the three stations where men formerly had placed wire around the pipe manually.

Each automated table has a crew of two, an Automatic Strapping Machine Operator, Job Class 7, and Pipe Handler (Strapping), Job Class 3. The Pipe Handler (Strapping) performs functions similar to those of the Bundler Helper who advances pipe to the Bundling Station of the manual tables. The Working Procedure of the new job of Automatic Strapping Machine Operator reads as follows: 6

- "1. Align pipe on gravity feed table and visually examine for obvious defects or short lengths.
2. Check length and roll proper number of pipe into strapping nest.
3. Operate electric push buttons and control lever to start and stop equipment, and place equipment on manual or automatic operation, as desired.
4. Remove empty spools and fill and replace spools of strapping, as required.
5. Identify product, select proper clips, and fill machines.
6. Record production data and tag and tally lifts.
7. Observe operation of equipment and report faulty operation to Foreman.

- "8. Lubricate, clean, adjust and make necessary size, length and class changes to machine.
9. Reposition machines to process black or galvanized surface.
10. Spray coupling I.D. and maintain thread painting device to coat field ends of threaded pipe, as required.
11. Dispose of rejects, as required.
12. Hook and unhook crane lifts.
13. Tie missed or broken straps, manually.
14. Obtain or arrange for additional supplies.
15. Assist maintenance men, as required.
16. Keep work area clean and orderly."

There was a short training period to acquaint operators with the operation of the Signode machines; no instructions were required for the other aspects of the job which, in substance, were those of the Bundler's job.

7

The Union takes the position that installation of the automatic strappers is merely a mechanical improvement

8

of the bundling operation as described in the incentive, which refers to bundling table equipment as including "an entry table, bundling nest, bundle ejecting mechanism and a pipe cradle at floor level." All of this equipment is still found on the automated tables except that Signode strapping machines have been added. The identical operation, involving the same materials, is still performed at the same work location by employees in the same seniority unit. Operations could be performed simultaneously at the mechanized and manual stations.

The Company, on the other hand, maintains that the automated operation has created a new job for incentive purposes under past decisions of the Board which the Company, at its discretion, may cover by incentive under Section 9-C-1 of the Basic Agreement. Such new incentive was, in fact, installed. The Company also argued that, as long as the manual tables are still covered by the incentive, it cannot be cancelled or adjusted to cover the automated tables as well.

The Union does not dispute the reduction in crew size or the classification of the two jobs assigned to the automated operation.

FINDINGS

Incentive Application IF-540-013 specifically states that it covers "a standard crew of three or four men per turn per table who bundle pipe on the Nos. 1, 2, 3, 4, 5, and 6 Bundling Tables in the Finishing, Stocking, and Shipping Department." The flow of material has remained the same and

the basic operation covered by the incentive is still performed at the same location, except that wire has been replaced by Signode strapping, and that machines perform the actual banding operation. The over-all impact of automation is the replacement of Bundler Helpers by Signode machines, and the mechanization of one of several functions of the Bundler's job; but the automated tables are still an integral part of the operation and equipment covered by the incentive. Therefore, the automated bundling operation on Tables 1 and 2 cannot be considered a new job within the meaning of Section 9-C-1 of the Basic Agreement for purposes of incentive administration. For this reason, the considerations and principles set forth in Case USC-1687 apply, and the Company should not encounter any practical difficulties in cancelling the incentive for Tables Nos. 1 and 2 under Section 9-C-2-b of the Basic Agreement, and in installing new incentive standards for crews working on the automated tables.

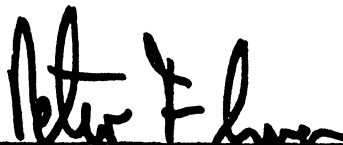
AWARD

The grievances are sustained.

7.

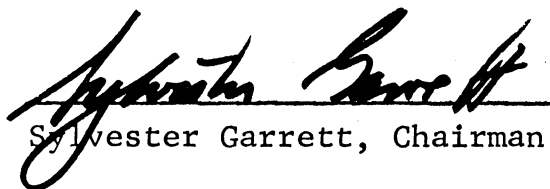
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Findings and Award recommended
pursuant to Section 7-J of the
Agreement, by



Peter Florey
Assistant to the Chairman

Approved by the Board of Arbitration



Sylvester Garrett, Chairman