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# United States Steel Corporation Sheet and Tin Operations Fairfield Works and United Steelworkers of America Local Union 1013

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BOARD OF ARBITRATION

Case No. USS-5090-S

November 22, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION  
SHEET AND TIN OPERATIONS  
Fairfield Works

and

Grievance Nos. SFS-64-211;  
-212; -213

UNITED STEELWORKERS OF AMERICA  
Local Union No. 1013

Subject: Local Working Condition - Crew Size

Statement of the Grievances: Grievance SFS-64-211

"Violation of Section 2-B & 12 of  
Basic Agreement between United States Steel and United  
Steel Workers dated June 29, 1963.

"Management notified Committeemen  
on Sept. 11, 1964 that they intended to eliminate  
21 turns - Fan Tender Helpers on Sept. 20, 1964.  
Management claims jobs are no longer needed to insure  
operations of equipment on Fan Floor.

"I request Management to re-instate  
all people concerned and pay all monies lost due to this  
violation."

2.

USS-5090-S

Grievance SFS-64-212

"I charge management with violation of basic agreement in that they (Management) has failed to comply with arbitration decision in replacing and retaining Boiler Helpers.

"Arbitrator handed down a decision on Sept. 1964, to replace boiler helpers back on their job and be paid all monies lost. Management has failed to comply with arbitrators decision. Case No. T-1012.

"We request Management to replace these employees on their rightful job and pay monies lost. Also to comply with Arbitrator decision. Case No. T-1012"

Grievance SFS-64-213

"Violation of Section 2B & 13 of Basic Agreement dated June 29, 1963 between U. S. Steel & U. S. Workers.

"Management notified Committee they were eliminating 21 turns of Fan Tender and reclassifying these Fan Tenders under another classification and description.

"We request Management to replace these men to their jobs due to this violation and to pay all monies lost."

These grievances were filed in the Second Step of the grievance procedure September 20, 1964.

3.

USS-5090-S

Contract Provision Involved: Section 2-B of the April 6, 1962 Agreement, as amended June 29, 1963.

Statement of the Award: 1. Equipment changes on the Fan Floor of the Boiler House were sufficient to provide a basis for elimination of the job of Fan Tender Helper under Section 2-B-4 of the Basic Agreement.

2. The Company is directed to comply with the provisions of the Board's Award in T-1012 by (a) restoring the job of Boiler House Helper, (b) compensating affected employees retroactively, (c) cancelling the Form G which undertook to change the job of Fan Tender to Boiler House Utility Man, and (d) retaining incumbents of the terminated Boiler House Utility Man job under the job of Fan Tender.

BACKGROUND

Case USS-5090-S

Underlying this case are three grievances filed by employees in the Boiler House of Fairfield Works, charging Management with violation of Section 2-B-3 of the April 6, 1962 Agreement, as amended June 29, 1963, and with failure to comply with the Board's Award in Case T-1012.

1

Since 1942, irrespective of the level of operations, the Boiler House was operated by a crew of five (Boiler Operator, Boiler Fireman, Boiler House Helper, Fan Tender, and Fan Tender Helper) with the assistance of a Labor Crew and various maintenance men. Effective September 20, 1964, the Company combined the jobs of Fan Tender, Fan Tender Helper, and Boiler House Helper into the new job of Boiler House Utility Man. The new job was described as follows:

2

BOILER HOUSE UTILITYMAN

Primary Function

To monitor operation of all fans and turbines in Boiler House and assist Boiler Fireman or Boiler Operator.

Working Procedure

1. Monitors all functions such as oil temperature, speed, vibration, and bearing temperature on all induced and forced draft fans from console located on operating floor.
2. Starts and stops all fans as required.
3. Makes periodic trips to fan floor for purpose of visually checking fans and recording equipment associated with this operation.
4. Cleans fan floor area and all fans.

5. Cleans console, instrument boards and general work area.
6. Assists Boiler Operator or Fireman to put Boiler on line or take off, change controls, do oiling and greasing.
7. Maintains oil level and adds oil to Boiler House equipment as required.
8. Measures coal, adds coal and gas when needed.
9. Keeps exhaust lines blown out.
10. Sprays dust from bunkers to slush pit.

The Company claims that this new job combines all remaining functions and working procedures of the combined three jobs as follows:

3

FAN TENDER (121-317)

Primary Function

To operate all fans and turbines in connection with Boiler House.

Working Procedure

1. Inspects and checks turbines and fans and reports irregularities to Head Boiler Operator. (Covered by Item 1 of Boiler House Utilityman.)
2. Starts and stops all fans. (Covered by Item 2 of Boiler House Utilityman.)
3. Adjusts valves on turbines. (1) (No longer required.)
4. Controls speed of induced draft fan. (1) (No longer required.)

5. Checks bearings for overheating. (Covered by Item 1 of Boiler House Utilityman.)

6. Directs and assists Fan Operator "B". (No longer required.)

7. Inspects fan for vibration and irregularities. (Covered by Item 1 of Boiler House Utilityman.)

8. Cleans up fan floor area and fan drives. (2). (Covered by Item 4 of Boiler House Utilityman.)

#### FAN TENDER HELPER (121-318)

##### Primary Function

To assist Fan Operator in operation of all fans and turbines.

##### Working Procedure

1. Inspects and checks turbines and fans reporting any irregularities to Fan Operator "A". (Covered by Item 1 of Boiler House Utilityman.)

2. Adjusts valves on turbines. (1) (No longer required.)

3. Checks bearings for overheating. (Covered by Item 1 of Boiler House Utilityman.)

4. Controls speed of induced draft fans. (1) (No longer required.)

5. Cleans up fan floor area and drives and fans. (2) (Covered by Item 4 of Boiler House Utilityman.)

BOILER HOUSE HELPER (121-316)Primary Function

To assist Boiler Operator in performing duties in the Boiler Room.

Working Procedure

1. Cleans boiler instrument board, assists Operator. (Covered by Item 5 of Boiler House Utilityman.)
2. Measures coal, adds coal and gas when needed. (3) (No longer required.)
3. Oils and greases all motors and traps. (3) (No longer required.)
4. Watches oil level. (3) (No longer required.)
5. Keeps exhaust lines blown out. (3) (No longer required.)
6. Sprays dust from bunkers to slush pit. (3) (No longer required.)

LEGEND:

(1) Indicates items of work contained in job description but discontinued prior to this last change.

(2) Indicates items of work not contained in job description but actually performed.

(3) Indicates items of work principally related to coal as fuel which has been discontinued except for natural gas curtailments.

Efforts by Management to reduce the working forces in the Blast Furnace Utilities Department of Fairfield Steel Works have resulted in a number of cases, among them T-848, T-849, and T-1012, which are pertinent to this case and its companion case, USS-5091-S, involving the Millwright Crew. All of them sustained the underlying grievances, and directed Management to rescind the crews cuts. The operations of the Boiler House, and equipment changes which allegedly gave rise to changed working conditions, for purposes of Section 2-B-4, are described in these cases in detail and need not be repeated here.

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For full understanding of this case, however, it is helpful to trace the sequence of Company efforts to eliminate manpower in the Power House:

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On June 11, 1961 the Company eliminated the job of Fan Tender Helper, protested in a grievance which became Case T-848. From that date on, the Boiler House was operated by a four-man crew consisting of Boiler Operator, Boiler Fireman, Boiler House Helper, and Fan Tender.

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Case T-848 was heard on July 24, 1962. At the hearing the Company argued, for the first time, that the work of the Fan Tender Helper had been reduced by certain equipment changes on the Fan Floor. Previously, the Company had justified the crew reduction by insisting that operating levels had been reduced to the level existing prior to 1942 when the job of Fan Tender Helper was added to the crew.

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On April 19, 1963, the Company reduced the crew further by eliminating the job of Boiler House Helper. On May 21, 1963, the Board issued its Award in Case T-848 restoring the job of Fan Tender Helper to the Boiler House crew. During

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that month, the operating crew consisted of three men, the Boiler Operator, Boiler Fireman, and Fan Tender. After May 21, 1963 the crew was increased again to four men, the Boiler Operator, Boiler Fireman, Fan Tender, and Fan Tender Helper.

On April 21, 1964 the Board heard Case T-1012; it issued its Award on August 17, 1964, restoring the job of Boiler House Helper to the crew. The Company, however, never complied with the Board's Award prospectively. The record shows that, upon receipt of the Board's Award in Case T-1012, the Company made only retroactive payments to affected employees. (It temporarily assigned an employee to the job for two weeks on September 6, 1964 when it tested coal pulverizing and feeding equipment.)

On September 20, 1964, it installed the new job of Boiler House Utility Man, combining the duties of the Fan Tender, Fan Tender Helper, and Boiler House Helper, and assigned a Motor Inspector\* permanently to the crew, to maintain the increased instrumentation equipment found in the Boiler House. This action reduced the former five-man crew to four jobs, namely those of Boiler Operator, Boiler Fireman, Boiler House Utility Man and Motor Inspector.

The Company justified this change under Section 2-B-4 of the Basic Agreement on the basis of all cumulative changes since 1958.

Equipment changes, made after the hearing of T-1012 in April of 1964, and not mentioned in the previous cases, are listed in the Company brief as follows:

\* On day turn only

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"Installation of vibra switch detectors, bearing temperature indicators, oil pressure indicators and fan speed indicators on the eight forced draft and eight induced draft fans serving the steam plant boilers. The information from these sensing devices is transmitted to a central control panel located on the Boiler House Operating Floor. This means that now there is no longer any need for any personnel to be stationed on the Fan Floor. This equipment is now operated and monitored from the Boiler Floor immediately below the Fan Floor.

"Monitoring devices provide Operators with intelligence through information supplied by fan speed indicators and a series of alarm lights as well as alarm sounding devices bring to the Operator's attention excessive vibration, out of line bearing temperatures and oil pressures as well as fan speed. Alarm devices are activated when operating limits are exceeded.

"Piping changes, system pressure increases and the installation of appropriate gas burners (including Coppus burners for natural gas) have made available added quantities of gaseous fuels. This has reduced coal to that of a stand-by fuel needed only during periods of natural gas curtailment. During the past year actual curtailment experienced was ten operating days. Prior to those changes coal burning was a

"year-around operation. This reduction in the use of coal as a fuel and the comparable reductions in the use of the coal pulverizer has had a significant impact on the Boiler House Helper job for five of the six working procedures of that job involved coal burning operations.

"Addition to crew of a Motor Inspector for five turns per week. Prior to this a Motor Inspector from the Blast Furnace Maintenance Department was available and was used between 18 to 24 hours a month."

#### FINDINGS

The installation of the job of Boiler House Utility Man is, at least in part, based on the assertion found in the Company's brief "that now there is no longer any need for any personnel to be stationed on the Fan Floor." This is not consistent with the job description of the job itself which, in Working Procedures 3 and 4, stated that its incumbent "makes periodic trips to the Fan Floor for purposes of visually checking fans and recording equipment associated with this operation," and "cleans Fan Floor area and all fans." During an extended inspection of the Boiler House by the arbitrator, the Boiler House Utility Man was working in the Fan Floor area.

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The console, located on the operating floor of the Boiler House, and mentioned in the description of the new job, does not show the actual information monitored by instrumentation on the Fan Floor, but merely gives warning

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signals should the safety limit set for any one of the monitored functions be exceeded. In practice, it seems to be the Boiler Operator who observes the console which is installed right at his work station. Actual reading of the recording devices is required on the Fan Floor area. Therefore, it is evident that the primary duties of the job of Fan Tender still exist, but that he now also performs the work formerly delegated to the Fan Tender Helper. This conclusion is further supported by the fact that the job of Boiler House Utility Man was established by issuing a Form G for the job of Fan Tender, and retaining, without change, the classification of all 12 factors with the same total classification of 6.1 in Job Class 6.

There can be no doubt that the equipment changes made on the Fan Floor, and the extensive instrumentation and monitoring of the operation of the equipment found there, has significantly changed the nature of the work required at that station. The Board finds that this change fell within the purview of Section 2-B-4 of the Basic Agreement and justified the elimination of the job of Fan Tender Helper, particularly since the Company added a Motor Inspector to the crew to attend the instruments.

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This conclusion does not conflict with the findings of the Board in Case T-848. As stated previously, Management attempted to eliminate the job of Fan Tender Helper in that case primarily because operations of the Boiler House had allegedly returned to the level found prior to 1942 when this job had been added. The Board specifically stated in marginal paragraph 11:

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"At the hearing the Company sought to explain the reduction in crew size also on the basis of certain equipment changes made in 1959, which it says decreased the need for stopping and starting the fans and reduced maintenance work. But the claimed reduction in workload is not significant on the basis of the evidence submitted."

This leaves for consideration of the Board the fate of the job of Boiler House Helper in light of its finding that the job of Fan Tender still exists on the Fan Floor, and that the work of the Boiler House Helper cannot be assigned to it. The Company also argued that the work of the Boiler Operator and Boiler Fireman has been reduced to such an extent that these jobs can assume the allegedly residual duties of the Boiler House Helper's job. It is pointed out that in the winter of 1964-1965 pulverized coal was used on only 10 days as an auxiliary fuel and that the bulk of the Helper's work was connected with the use of coal as fuel. However, the records of the previous cases reflect the decreasing significance of coal which was burned only sporadically when Case T-1012 was heard in April of 1964. Therefore, the record does not reflect any changes made after that date which, cumulatively with prior changes, would justify reaching conclusions different from those stated by the Board in Case T-1012, notably in marginal paragraphs 21, 25, 26, and 27:

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"The Company does not say that all or even most of the duties of the Boiler House Helper or of other jobs in this crew have been eliminated. Its position is that the equipment changes

"mentioned have changed or eliminated duties of the Boiler Operator and Boiler Fireman, which were assisted by the Boiler House Helper, and eliminated also some duties of several other crew jobs, as well, and that those consequences were a sufficient change in Boiler House operations to allow Management to review the entire crew responsibility and to eliminate one of the five jobs in the crew.

"The Company insists, however, that in spite of the fact that the Board in T-848 disagreed with its first attempt to reduce this crew and with its view of the proper basis for existence of that crew, it is nevertheless entitled to an answer here on whether there is a reasonable causal connection between these equipment changes and their alleged reduction of Boiler House duties and this reduction of the crew.

"In answering that question, the Board would have to conclude that the equipment changes asserted clearly have produced a more efficient Boiler House operation which now is better able to supply steam for turbo-generators and process steam for use throughout the plant. It may be true also, although no holding in this regard is necessary or intended in this Opinion, that the changes have

"Improved safety conditions in the Boiler House. In addition, it might be true that the gas-cleaning equipment has resulted in less erosion of equipment by flue dust, which probably reduces somewhat the amount of required maintenance work. (This is not intended as undercutting in any way the conclusion in T-849 that Millwright work had not been reduced to any significant degree by the reasons asserted by the Company there, which did not include this one.)

"In view of the evidence as a whole, however, it could not be found that the equipment changes asserted in these circumstances have changed the basis for assignment of the Boiler House Helper. Thus, the grievance must be sustained."

With respect to the termination of the job of Boiler House Helper, the Union has substantiated its claim that the establishment of the job of Boiler House Utility Man essentially represented an attempt to avoid compliance with the Board's Award in Case T-1012, without any cogent changed conditions having occurred.

AWARD

1. Equipment changes on the Fan Floor of the Boiler House were sufficient to provide a basis for elimination of the job of Fan Tender Helper under Section 2-B-4 of the Basic Agreement. 19

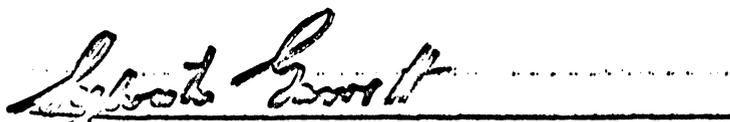
2. The Company is directed to comply with the provisions of the Board's Award in T-1012 by (a) restoring the job of Boiler House Helper, (b) compensating affected employees retroactively, (c) cancelling the Form G which undertook to change the job of Fan Tender to Boiler House Utility Man, and (d) retaining incumbents of the terminated Boiler House Utility Man job under the job of Fan Tender. 20

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



Livester Garrett, Chairman