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# United States Steel Corporation Sheet and Tin Operations Fairfield Works and United Steelworkers of America Local Union 4203

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BOARD OF ARBITRATION

Case USS-5224-S

December 22, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION  
SHEET AND TIN OPERATIONS  
Fairfield Works

and

Grievance No. 252-64-2

UNITED STEELWORKERS OF AMERICA  
Local Union No. 4203

Subject: Job Description and Classification

Job Description and Classification Stipulation:

Job in Dispute: Front End Loader Operator

Stipulation Dated: January 6, 1965

Contract Provisions Involved: Section 9-C of the April 6, 1962  
Ore Mines Agreement, as amended June 29, 1963, and the  
November 21, 1950 Ore Mines Job Description and  
Classification Manual.

Statement of the Award: The grievance is denied as to  
classification of Factors 2, 3, 10 and 11; the case is  
returned to the parties for further consideration of the  
proper classification of Factor 6.

BACKGROUND

Case USS-5224-S

At issue is proper classification of the new job of Front End Loader Operator (211-355) in the Ore Conditioning and Sintering Plant of Fairfield Works under Section 9-C of the April 6, 1962 Ore Mines Agreement, as amended June 29, 1963, and the November 21, 1950 Ore Mines Job Description and Classification Manual. The grievance is submitted to the Board of Arbitration by mutual agreement of the parties.

1

The equipment operated by this new job is known as a Michigan Tractor Shovel, Model 275-A, Series 2, which is a four-wheeled, rubber-tired, diesel powered tractor with a five cubic yard loader bucket. It is operated from a high cab, shielded by a roof but not enclosed otherwise, and provides power controls for movement of the vehicle and for the operation of the loader bucket. The Loader is used to load and stock ore, flue dust, screenings, sand, slag, dirt, etc. The duties of the job involve loading such material into railroad cars, trucks, feeders and hoppers. In addition, the Loader stocks and recovers raw materials and loads and hauls material and equipment around the plant.

2

At the time of the plant inspection by the arbitrator, the front end loader was used to load flue dust on Euclid trucks, an operation normally performed by a diesel-driven, caterpillar-mounted shovel, which at that time was under repairs.

3

The factor ratings presently assigned by the Company and the ratings sought by the Union are as follows:

4

<u>Factor</u>	<u>Company</u>	<u>Union</u>
1. Pre-Employment Training	.3	.3
*2. Employment Training and Experience	.8	1.2
*3. Mental Skill	1.6	2.2
4. Manual Skill	.5	.5
5. Responsibility for Materials	B .3	B .3
*6. Responsibility for Tools and Equipment	CM .7	DH 2.0 *
7. Responsibility for Operations	1.0	1.0
8. Responsibility for Safety of Others	.8	.8
9. Mental Effort	1.0	1.0
*10. Physical Effort	.8	1.5
*11. Surroundings	.4	.8
12. Hazards	<u>.8</u>	<u>.8</u>
Total	9.0	11.4
Job Class	9	11

\*Factors in dispute.

In its correlation from the Ore Mines Manual, the Union has cited the underground job of U-155 - Loader Operator (Joy) and a number of surface jobs such as Shovel Operator and Locomotive Crane Operator. The Union also cited the non-specimen job of Shovel Operator (749-248) which operates the locomotive shovel replaced by the front end loader at the time of the plant visit and which shows the following classification: 5

\* Right up through the stipulation stage of the grievance procedure, the Union requested CH 1.0. In its brief, the Union corrected this request in the following footnote: "Considering that the Union proposed a CH 1.0 in this factor it should be pointed out to the Board that the Specimen Example used as reference was not classified under the Ore Mines and Quarries Classification Manual. Consistent with the Board's ruling in T-425, the appropriate comparable jobs classified under the Ore Mines Manual would be Shovel Operator and Locomotive Crane Operator. Both of these jobs are classified DH 2.0 in this factor, based on, 'Close attention and care required to prevent damage to heavy duty mobile equipment.' If the Union were thus sustained on this factor plus the other disputed factors, the Union's requested classification would be 12.4 for Job Class 12 instead of the initially proposed 11.4 for Job Class 11."

3.

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Shovel Operator

<u>Factor</u>	1	2	3	4	5	6	7	8	9	10	11	12	Total
<u>Classification</u>	.3	1.2	2.2	1.0	B.3	DH2.0	1.0	.8	1.0	.8	.4	.8	11.8
													Job Class 12

In its correlation the Company relied on the non-specimen jobs of Bulldozer Operator (211-320), Operator-Reclaiming (211-324)\* and Tractor Loader Operator (211-327). 6

The classifications for the latter two jobs are as follows: 7

Operator - Reclaiming

<u>Factor</u>	1	2	3	4	5	6	7	8	9	10	11	12	Total
<u>Classification</u>	.3	.8	1.6	.5	A	CM.7	1.0	.8	1.0	.8	.8	.8	9.1
					Base								Job Class 9

Tractor Loader Operator

<u>Factor</u>	1	2	3	4	5	6	7	8	9	10	11	12	Total
<u>Classification</u>	.3	.8	1.6	.5	B.3	CM.7	Base	.8	1.0	.8	.8	.8	8.4
													Job Class 8

\* Operates a bulldozer tied in with operations.

It is the contention of the Union that the new equipment, designated by its manufacturer as Michigan Tractor Shovel and weighing 28 tons, performs a function similar to that of the locomotive shovel and, in fact, can handle more material with its five cubic yard bucket compared to the 3-1/2 cubic yard bucket of the power shovel.

8

The Company, on the other hand, maintains that the new equipment is not more difficult to operate than 24 ton bulldozers and, in any event, is just a large version of a tractor loader. Thus, the classification of the Tractor Loader Operator should govern, but with the following adjustments: Factor 7 should be increased to 1.0 since the Michigan Power Shovel is tied in with operations, and Factor 11 should be reduced to .4 since the new equipment has a roof. Therefore, the total classification of 9.0 given the Front End Loader Operator is fully justified.

9

#### FINDINGS

Factors 2 and 3 - The Company has assigned classifications of .8 and 1.6 respectively to these Factors; the Union requests 1.2 and 2.2.

10

In the first four skill factors the Manual jobs of Underground Loader Operator, Locomotive Crane Operator, and Shovel Operator all show a consistent classification of .3, 1.2, 2.2, and 1.0 respectively.

11

In these four factors the parties have mutually classified the non-specimen jobs of Bulldozer Operator, Operator-Reclaiming, and Tractor Loader Operator at .3, .8, 1.6, and .5 respectively.

12

It seems implicit in the Company's argument that identical classifications have been given by the parties to similar equipment in the basic skill factors, even though the size of the equipment may range from a small locomotive shovel such as used under Job Code 749-248 to the large power shovel covered by Specimen Job 752-100. Similarly, different types of bulldozers, or tractor loaders, should receive identical classifications in the first four skill factors, irrespective of their size.

13

Looking at the benchmark jobs, enumerated under Factors 2 and 3 in the Ore Mines Manual, it seems reasonable that the job in dispute be classified at the C level in both factors. The underground job of Loader Operator (Joy) cannot be considered as an appropriate benchmark for the job in dispute.

14

Factor 6 - In this Factor the Company has assigned a classification of CM .7 while the Union requests DH 2.0.

15

The benchmark jobs listed under Factor 6 in the Manual place the job of Shovel Operator in the "high" category at the D level. However, the Union's request for the D level was not discussed in the grievance procedure, and mentioned only casually in the Union's brief. For this reason, the case is returned to the parties for a fuller consideration of the Union's request.

16

Factor 10 - The Company has assigned a classification of .8 to this Factor, the Union requests 1.5. The Union's request is not supported by any reference to a specimen job in the Manual. In fact, all jobs cited by the Union as relevant have a .8 classification. For this reason, the classification of the Company seems appropriate in this Factor.

17

Factor 11 - The Company has assigned a classification of .4 to this Factor; the Union requests .8. 18

The Company points to the Manual which suggests a classification of .4 where work involves "exposure to outside weather conditions but protected part of time by roof, pulpit, or cabs." (Underscoring added) 19

The Union, on the other hand, would describe the working conditions as involving "Extreme conditions of dirt and dust." The Manual does not use the language suggested by the Union. It assigns a .8 classification in this Factor where the weather is severe, where an employee is exposed to considerable wetness or dust necessitating the wearing of protective clothing or devices, or where the employee is exposed to extreme conditions of dirt where man becomes covered with obnoxious dirt such as tar, paint, etc. 20

The roof of the Michigan Power Shovel provides some protection against sunshine and rain, although not as much as an enclosed cab would. Also, the Operator is not subject to the same dust conditions as a Bulldozer Operator since his operating controls are almost 10 feet above the ground. Therefore, the classification given this Factor by the Company seems appropriate. 21

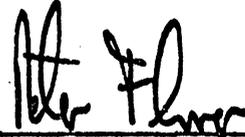
#### AWARD

The grievance is denied as to classification of Factors 2, 3, 10 and 11; the case is returned to the parties for further consideration of the proper classification of Factor 6. 22

7.

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



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Peter Florey  
Assistant to the Chairman

Approved by the Board of Arbitration



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Sylvester Garrett, Chairman