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United States Steel Corporation Sheet and Tin Operations Fairfield Works and United Steelworkers of America Local Union 4230

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BOARD OF ARBITRATION

Case Nos. USS-5226-S;
-5225-S

December 16, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
SHEET AND TIN OPERATIONS
Fairfield Works

and

Grievance Nos. 252-212;
252-211

UNITED STEELWORKERS OF AMERICA
Local Union No. 4230

Subject: Job Description and Classification

Job Description and Classification Stipulation:

Job in Dispute: Sinter Material Operator (USS-5226-S)

Stipulation Dated: September 30, 1960

Job in Dispute: Sinter Material Man (USS-5225-S)

Stipulation Dated: September 30, 1960

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

Statement of the Award: The grievances are denied.

BACKGROUND

Cases USS-5226-S;
-5225-S

At issue is proper classification of the new jobs of Sinter Material Operator (USS-5226-S) and Sinter Material Man (USS-5225-S) 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 jobs were installed unilaterally October 9, 1960 after submission to the Union which had resulted in the filing of a grievance on September 30, 1960. After extended discussion between the parties, it was agreed that the two cases should be handled under the stipulation procedure established by Section 9-C of the April 6, 1962 Ore Mines Labor Agreement.

2

The two jobs control the processing and flow of sinter raw materials from the Ore Conditioning Plant and Fuel Plant, through the blending beds, and into the sinter material storage bins. The Sinter Material Operator job has the over-all, primary responsibility for this function and directs the Sinter Material Man and a number of other jobs in its performance, including Car Unloaders, Bedding Operator, Fuel Plant Operator, Operator-Reclaiming, and Laborers. (The Sinter Material Man assists the Sinter Material Operator. At the hearing the parties agreed that the classification of the Sinter Material Man stands in direct relationship to that of Sinter Material Operator, and any adjustments in USS-5225-S would flow from the Board's findings in USS-5226-S correspondingly. Therefore, evidence was not offered for USS-5225-S, and the discussion in this Award is restricted to the job of Sinter Material Operator.)

3

The factor ratings presently assigned to the job of Sinter Material Operator by the Company and ratings sought by the Union are as follows: 4

Sinter Material Operator

<u>Factor</u>	<u>Company</u>	<u>Union</u>
*1. Pre-Employment Training	.3	1.0
*2. Employment Training and Experience	1.2	1.6
3. Mental Skill	2.2	2.2
4. Manual Skill	.5	.5
5. Responsibility for Materials	D 2.4	D 2.4
*6. Responsibility for Tools and Equipment	CM .7	DM 1.5
*7. Responsibility for Operations	3.0	4.0
8. Responsibility for Safety of Others	.8	.8
9. Mental Effort	1.5	1.5
10. Physical Effort	.3	.3
*11. Surroundings	.4	.8
12. Hazards	.4	.4
Total	13.7	17.0
Job Class	14	17

*Factors in dispute.

In its stipulation the Company cites the job of Sinter Machine Operator (748-175) which is a specimen job in the Manual and is classified as follows: 5

Sinter Machine Operator

<u>Factor</u>	<u>Company</u>
1. Pre-Employment Training	.3
2. Employment Training and Experience	1.2
3. Mental Skill	2.2
4. Manual Skill	.5
5. Responsibility for Materials	1.8
6. Responsibility for Tools and Equipment	CM .7
7. Responsibility for Operations	4.0
8. Responsibility for Safety of Others	-
9. Mental Effort	1.5
10. Physical Effort	.3
11. Surroundings	.8
12. Hazards	.4
	<hr/>
Total	13.7
Job Class	14

The new job of Sinter Material Operator has classifications higher than the job of Sinter Machine Operator in Factors 5 and 8; lower classifications in Factors 7 and 11. The total classification for both jobs however amounts to 13.7 for Job Class 14. The Company justifies the lower classification in Factor 7 by reference to the Manual. The Sinter Machine Operator is classified under Factor 7 at the F level for a classification of 4.0 as a benchmark job, since it operates a key facility in a manufacturing process, supplying raw materials to the blast furnace. It is the only job in the Manual classified at that level in Factor 7. The Company considers the material handling of the Sinter

Material Operator as supplementary to the production work of the Sinter Machine Operator and therefore properly classified at the E level with 3.0. In support of its classification of the Sinter Material Operator at the E level, the Company refers to Specimen Job Blender-Ore (749-215), with the following classification:

Blender-Ore

<u>Factor</u>	<u>Classification</u>
1	.3
2	1.2
3	2.2
4	A Base
5	1.2
6	CM .7
7	3.0
8	.4
9	1.0
10	.3
11	.4
12	<u>.8</u>
Total	11.5
Job Class	12

with the Primary Function:

"To regulate the blending of medium and coarse ores by manipulation of remote controls, to maintain a continuous check on blending operations, and to receive and convey signals and phone calls regarding the loading, unloading, conveying and blending of ore."

(Underscoring added)

The Company also argues that the classification of this job is controlling in the other disputed factors.

With respect to Factor 11, the Company argues that the job of Sinter Material Operator is not subjected to the same intensive heat as the job of Sinter Machine Operator, and that a classification of .4 is more appropriate than .8. 7

The Union asks that the job in dispute be classified at the same factor levels as the job of Conditioning Operator (211-339). This job controls the flow of ore either from the rotary dump or the reclaiming hopper through crushers and screens to the ore storage silos. The job was first classified as follows: 8

Conditioning Operator

<u>Factor</u>	<u>Classification</u>
1	.3
2	1.6
3	2.2
4	.5
5	C 1.8
6	CM .7
7	4.0
8	.4
9	1.5
10	.3
11	.8
12	<u>.4</u>
Total	14.5
Job Class	15

In an Award dated June 13, 1956 (T-395) Factor 8 of this original classification was increased by this Board from .4 to .8, increasing the total classification from 14.5 to 14.9 for Job Class 15.

9

Further changes in the job, involving increased responsibility for crushing and screening, caused the Company to increase the classification of Factor 5 from C 1.8 to D 2.4, and Factor 6 from CM .7 to DM 1.5, thereby increasing the over-all classification from 14.9 to 16.3 for Job Class 16. The Union also requested increases in Factors 1 and 3, and grieved. In an arbitration award (not by this Board), dated July 14, 1959, Factor 1 was increased from .3 to 1.0 thereby increasing the over-all classification to 17.0 for Job Class 17.

10

The Company considers the ore conditioning operation which supplies raw materials to the blast furnace as a production unit similar in importance to the sintering machine. Its classification is proper because the incumbent of the job has to supervise several pieces of equipment such as the secondary crushers, the rotary dump, and the screens which formerly were manned by individual operators. In addition, the Operator is subject to heavy dust conditions at different locations when he leaves his enclosed station. (The job of Blender-Ore was discontinued after the Ore Mines near Birmingham were shut down, and the Company changed to Venezuelan ore.)

11

The arbitrator was given an opportunity to inspect the complete Ore Conditioning and Sintering Plant and observe the working stations of the three jobs discussed in this Award.

12

FINDINGS

The functions of the jobs of Sinter Material Operator, Sinter Machine Operator and Conditioning Operator are basically different. 13

The job in dispute here is a material handling job which primarily controls the flow of material received from the screening station at the Ore Conditioning Plant and the Fuel Preparation Plant, transfers materials to interim ore storage or blending beds, and from interim ore storage to blending beds, and then returns the mixed materials to the sinter material bins. The actual blending is performed by the job of Bedding Operator. 14

The job of Sinter Machine Operator controls sinter machines which change mixed materials, received from sinter material bins, into sinter for use by blast furnaces. 15

The Conditioning Operator receives materials from the rotary dump or reclaiming hopper and is responsible for their crushing and screening before storing them in the appropriate silo of the ore storage area, or making them available for transfer to the sinter material area. 16

At a time when ore was received from mines in the neighborhood of Birmingham, ores from the different mines were stored in separate silos, and blended by the job of Blender (Ore), prior to transfer to the blast furnaces, to receive a proper chemical mixture. 17

Factor 1 - The Company has assigned a classification of .3 to this Factor; the Union requests 1.0. The operation performed by the job in dispute is similar to that of the specimen jobs of Blender-Ore and Sinter Machine Operator, 18

and the Company's classification in this Factor is appropriate. The non-specimen job of Conditioning Operator cannot be considered as controlling.

Factor 2 - The Company has assigned a classification of 1.2 to this Factor; the Union requests 1.6. The finding as to Factor 1 also applies to this Factor. 19

Factor 6 - The Company has assigned a classification of CM .7 to this Factor; the Union requests DM 1.5. The classification of the Company is supported by specimen jobs of Sinter Machine Operator and Blender-Ore. The job of Conditioning Operator originally was also classified at CM .7 but increased by the Company to DM 1.5 when it took charge of additional heavy equipment after several jobs were reorganized. For the reasons stated under Factor 1, the Company's classification in this Factor is appropriate. 20

Factor 7 - The Company has assigned to this job the classification of 3.0 to this Factor; the Union requests 4.0. 21

As stated in the Background, the job of Sinter Machine Operator is the only one in the Ore Mines Manual with an F level classification 4.0 in this Factor. The Company classified the job of Conditioning Operator at the same level since it also is in charge of a facility responsible for the continuity of operations of the blast furnaces. The job of Sinter Material Operator, on the other hand, controls a material handling facility. Therefore, the classification given in the Manual to the job of Blender-Ore in this Factor is more appropriate. 22

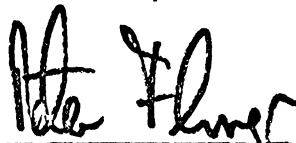
Factor 11 - The Company has assigned a classification 23
of .4 to this Factor; the Union requests .8. The higher
classification given to the job of Sinter Machine Operator
in this Factor related to the intense heat of the sintering
process and, in the case of the Conditioning Operator, to
the dust surrounding the crushing and screening of ore.
The working conditions of the job in dispute are best
described in the Manual under Factor 11 of the specimen job
of Blender-Ore "Inside and outside dirty." Therefore, a
classification of .4 in this Factor is appropriate.

Since the Company's classification of the job of 24
Sinter Material Operator is appropriate, the same ruling
applies to that of the job of Sinter Material Man.

AWARD

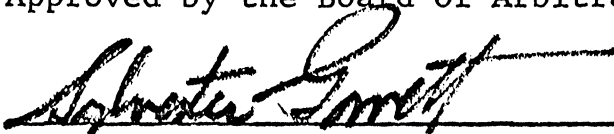
The grievances are denied. 25

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