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# United States Steel Corporation Sheet and Tin Operations Geneva Works and United Steelworkers of America Local Union 2701

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BOARD OF ARBITRATION

Case No. USS-5045-S

August 10, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION  
SHEET AND TIN OPERATIONS  
Geneva Works

and

Grievance No. MS-19-67-64

UNITED STEELWORKERS OF AMERICA  
Local Union No. 2701

Subject: Assignment of Duties.

Statement of the Grievance: "We, the Riggers of Central Maintenance, charge that Management is in violation of the Contract when they assigned Millwrights and Boilermakers to remove and replace a large fan in one of the boilers in the Power House, March 16, 1964.

"This work historically belongs to the Riggers.

"We request that this violation cease and that we be paid all monies lost."

This grievance was filed in the Second Step of the grievance procedure April 14, 1964.

2.

USS-5045-S

Contract Provisions Involved: Sections 2-B-3 and 9-D of the  
April 6, 1962 Agreement, as amended June 29, 1963.

Statement of the Award: The grievance is denied.

BACKGROUND

Case No. USS-5045-S

This grievance from the Central Maintenance Department of Geneva Works claims that Management's assigning rigging work, involved in the removal and replacement of a 3-1/2 ton fan in the Power House, to assigned maintenance Utilities Department Millwrights was an improper invasion of the Rigger craft, in violation of Sections 2-B-3 and 9-D of the April 6, 1962 Agreement, as amended June 29, 1963.

When the Rigger craft was established at Geneva, Riggers were removing and replacing these fans in the Power House, and they continued to do so over the years at least until 1960. It is not disputed that fans are removed, on the average, about once each year. More than one may be removed in any given year.

When performed by Riggers in the past, the following procedures were used: Utilities Department Supervision would present a job order to the Central Shops; since this is some distance from the Power House Management stresses that it was necessary to accommodate this work to the other demands normally made on Central Maintenance Riggers' time. Usually when three or four Riggers got to the scene, Power House Boilermakers and Millwrights already had removed the fan housing, and Riggers would lift the fan vertically by use of 2-ton, multiple block-and-tackle arrangement hung from overhead beams. They would move the fan horizontally by using another set of chain-fall arrangements, with a 1-ton chain-fall to control drift, and then lower it to a dolly. There is general agreement that this process takes three or four Riggers about one and one-half to two hours for removal of a fan and about twice that for removal and replacement, for a total of three or four hours.

A different method was used in March of 1964 for the incident in question. In this system Millwrights used a ratchet-lever chain hoist to lift the fan vertically about eight to ten inches, which is just enough to clear the housing. Two "I" beams about six feet long were placed under the fan and at an angle to the horizontal so that they inclined about eight inches in six feet. The fan was lowered onto the "I" beams and allowed to roll

out and down, under control of the chain hoist, onto the dolly. This method apparently uses two Millwrights although the Step 4 minutes indicate that four Millwrights were used on the event in dispute, and Management says it takes about 55 minutes for removal and about the same for replacement, for a total of less than two hours; the Union insists that use of the ratchet lever "come along" necessarily would take about the same amount of time as the former chain-fall method, because the "come along" can be raised and lowered only one click at a time, whereas the block and tackle allows a smooth, continuous motion.

The new system was used by Millwrights for the incident in dispute and apparently also on three subsequent occasions. Millwrights were used also to remove a forced draft fan in 1961, and on that assignment they employed the block-and-tackle method formerly used by Riggers.

### FINDINGS

The Union stresses that historically this was Riggers' work at the time the Geneva crafts were established and that assigned maintenance Millwrights were not handling it then. Citing Cases T-953, -957, it concludes that it is an improper invasion of the Rigger craft to have Millwrights perform it now.

If the old block and tackle method still were employed, the Union argument might be irrefutable. But, as recognized in Cases T-953, -957, if relevant changes in work methods have occurred so that the task no longer retains the characteristics it had originally which required that it be done by skilled craftsmen, it would not follow necessarily that assignment of it to noncraft jobs would violate Section 9-D.

This work occurs about once each year. It took approximately twelve Rigger man hours using the old method in the past and uses about four Millwright man hours under the new

system. The Union seems to fear gradual loss of Rigger work, but there is little evidence of that danger in this record. All Riggers worked at least 40 hours during the week in question, and seven of them had a total of thirty-two hours of overtime. Moreover, there are now more Riggers in the Central Maintenance force than at grievance time and more than at any time in the last five years.

More important for present purposes, however, is the fact that this fan was removed by a quite different and considerably simpler method than the multiple block and tackle system previously used by Riggers, who never have removed these fans by the relatively new chain hoist and "I" beam devices.

That some rigging falls within the Millwright job is apparent from its description, which says that it "Uses power tools, or other tools necessary to perform burning, pipefitting, rigging, and other work required for normal repair, installation, replacement, and maintenance of mechanical equipment and facilities." (Emphasis added.) This, coupled with the fact that Utilities Department Millwrights for years have performed similar tasks in lifting equal or heavier weights such as motors, pump units weighing 5-1/2 or 6 tons, and pulverizer units of over two tons, indicates the historical overlap between lifting by Riggers and Millwrights at Geneva and compels the conclusion that assignment of Millwrights to this relatively infrequent, short, and simpler lifting work, using different equipment, was not an improper invasion of the Rigger craft.

#### AWARD

The grievance is denied.

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

Clare B. McDermott

Clare B. McDermott  
Assistant Chairman

Approved by the Board of Arbitration

Sylvester Garrett  
Sylvester Garrett, Chairman