

7-27-1964

United States Steel Corporation Waukegan Works and United Steelworkers of America Local Union 1115

Sylvester Garrett

Follow this and additional works at: http://knowledge.library.iup.edu/garrett_series

Recommended Citation

Garrett, Sylvester, "United States Steel Corporation Waukegan Works and United Steelworkers of America Local Union 1115" (1964).
Arbitration Cases. 453.
http://knowledge.library.iup.edu/garrett_series/453

This Article is brought to you for free and open access by the Sylvester Garrett Labor Arbitration Collection at Knowledge Repository @ IUP. It has been accepted for inclusion in Arbitration Cases by an authorized administrator of Knowledge Repository @ IUP. For more information, please contact cclouser@iup.edu, sara.parme@iup.edu.

BOARD OF ARBITRATION

Case No. A-1033

July 27, 1964

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
Waukegan Works

and

Grievance No. WK-2-J

UNITED STEELWORKERS OF AMERICA
Local Union No. 1115

Subject: Job Classification

Stipulation: Job in Dispute: Stranding Machine Operator

Stipulation Dated: March 23, 1963

Contract Provisions Involved: Section 9 of the April 6, 1962
Agreement and the January 1, 1953 Job Description
and Classification Manual.

Statement of the Award: The grievance is sustained to the
extent that the classification of Factor 2 is increased
from .8 to 1.2, thereby raising the total from 10.8 to
11.2, leaving the job in Job Class 11.

BACKGROUND

Case A-1033

At issue is classification of the job of Stranding Machine Operator (Prestressed), PC 29-27, in the Galvanizing and Stranding Department of Waukegan Works. 1

For many years Waukegan Works has produced strand, primarily for guard rails, on a group of 7-wire stranding machines all of which are covered by the job of Stranding Machine Operator PC 29-13 which is classified at 9.8 for Job Class 10. 2

Early in 1959 a new 7-wire strander, which is the subject of this grievance, was installed and designated as No.7 Machine. This machine is similar to the other stranding machines in the department except for the inclusion of an induction heating unit which stress-relieves the strand after it passes through the forming head. 3

This unit consists of a take-up tower, heat coils, generator, quenching tanks, cooling water storage tanks, a heat-sensing device, compressed air blowers, and other miscellaneous equipment. The take-up tower is located right behind the haul-off drums and permits the back-up of strand when the unit is stopped. To cool this backed-up strand, a quenching tank is located before the heat coils; two quenching tanks after them. The speed of the unit is controlled by gears, as on other stranders, and can be adjusted only by changing its cogwheels. Heat can be regulated on a console which also has recording charts for speed and heat. 4

On June 1, 1959, a "G" Form was issued adding to the existing job description (PC 29-13) for all 7-wire stranding machines the duties involved in the operation of the stress-relieving equipment on #7 Machine. No change in the classification was made at that time, and no grievances resulted from the application of the "G" Form. 5

In 1961, a period of experimentation began at No. 7 Machine in response to customer demand for camberless strand. By late 1962, a preforming head had been substituted for the twister head; and the forward water quench had been relocated. Straightening rolls for the center wire were added in front of the preforming head by removing No. 7 spool and relocating it outside of the flyer next to No. 1 spool. The over-all length of the unit from there to the take-up reel is 165 feet. In addition, a sample of strand was now cut from each reel and a simple visual test made for camber. 6

As a result of these changes, a new job description and classification was established on December 19, 1962 for the Operator on No. 7 Strander. Compared to the existing job description and classification for all Strander Operators (PC 29-13) Factor 5 was increased from C-.7 to C-1.2 and Factor 10 from B-.3 to C-.8 for a total classification of 10.8, Job Class 11. Discussions with the Plant Union Committee resulted in agreement as to the description and also agreement as to the classification of all Factors except Factors 2, 3, and 9. The new Job Description and Classification for the job of Stranding Machine Operator (Prestressed) PC 29-27 was thereafter made effective unilaterally February 11, 1963. In the meantime, a Form "G" had been issued on January 25, 1963, cancelling the Form "G" dated June 1, 1959, thereby removing any reference to an induction heating unit from the job description and classification covering all other 7-wire stranding machines. The respective positions of the parties with regard to the classification in dispute and the classification of Stranding Operators, Specimens 1676 and 1684 are set forth below:

	<u>Factor</u>	<u>Classification</u>			
		<u>Company</u>	<u>Union</u>	<u>1676</u>	<u>1684</u>
	1	.3	.3	.3	.3
*	2	.8	1.2	.8	1.2
*	3	1.6	2.2	1.6	2.2
	4	.5	.5	.5	.5
	5	C-1.2	C-1.2	C .7	C .7
	6	C-1.0	C-1.0	C-1.0	C-1.0
	7	2.0	2.0	2.0	2.0
	8	.8	.8	.8	.8
*	9	1.0	1.5	1.0	1.0
	10	.8	.8	.3	.3
	11	.4	.4	.4	.8
	12	.4	.4	.4	.4
Total		<u>10.8</u>	<u>12.3</u>	<u>9.8</u>	<u>11.2</u>
Job Class		11	12	10	11

*Factors in dispute.

Based on the establishment date of December 19, 1962, the parties have agreed that the January 1, 1953 Manual governs the classification of this job.

The arbitrator had an opportunity to observe the Waukegan unit in operation and during a size change; in addition, he observed the operation of, and a size change on, 25-wire stranding machines at Trenton Works. 9

FINDINGS

Although not set forth in the brief, the Company argued at the hearing that the impact of the induction heating unit on the classification of the new job cannot be considered, since the Union accepted the Form "G" in 1959. No language can be found in Section 9-D in support of this position; Subsection 9-D-4 provides for the filing of a grievance on the ground that a new or changed job is improperly classified under the provisions of the Manual. This, seemingly, includes all factors of the classification. Prior classification of operations not affected by the changes underlying the most recent reclassification may have a bearing on the weight to be given to the Union's arguments but cannot foreclose their full and independent consideration by the Board in accordance with the Manual. 10

Factor 2. The Company rated this factor at .8 based on Specimen 1676; the Union requests 1.2, based on Specimen 1684. The Company takes the position that operation of the stranding equipment on No. 7 Strander requires the same training and experience as is required of the Operators on all of the other stranding machines at Waukegan since all of these machines are similar. No extra training and experience are required to thread the strand through the heating unit and to set the temperature controls at predetermined levels. In any event, the Company argues, in COL-95 the Board determined that C-.8 is the proper value for the Operator - Stress Relieving and, therefore, in accordance with the principles for classifying the skill factors, the correct value to be assigned to this Factor is C-.8. Any increase in this classification would constitute pyramiding. (There are significant differences between the job classified in COL-95 and the job in this case. Set-ups and adjustments in the former case were performed by employees other than the Operator whose primary responsibility was only the feeding of strand through the unit and the observation of warning lights.) 11

This, however, is not the position of the Union in this case, which argued that the addition of the induction heating unit to the job of Stranding Machine Operator warrants that the number of months for Employment Training and Experience be increased. This argument is set forth clearly in the Union's brief: 12

"The 13 to 18 months to become proficient on this multiple job is more proper than the proposal by the Company. It must be remembered, the Union is not asking for 'double' the training time that some stranding jobs are rated at. Nor is the Union asking for 'Double' the training time agreed to for the 'Operator Stress Relieving' job. The additional training time for the job, as requested by the Union is only that level which the Company has agreed to on numerous Stranding Machine Operator Jobs within the Company, THAT ARE NOT EQUIPPED WITH INDUCTION HEATING UNITS.

"With the induction heating unit, the operator must learn an entirely new phase of operation. Methods changed. Production requirements change. The equipment itself change. Charts and pyrometers must be read. Water pressure must be controlled. Heat must be regulated. The generator must be looked after. The control panel is under constant observation of the operator. Certainly the operator must know how to determine irregularities in the operation from the control panel. This was never a part of the stranding machine operator's job. However, it is now on this new job and as cited by the Union before, this combined job warrants additional training and experience time in Factor 2. Other phases of the job, as to the wire stranding operation itself, which the Union has touched to some degree also has changed and warrants additional consideration. The rating of a D Code Level at 13 to 18 months for a point value of 1.2 as proposed by the Union, is proper for this factor."

The .8 rating of Factor 2 in Specimen 1676 is applied to a number of plant jobs, including those operating 7-wire stranding machines at Waukegan. The 1.2 rating of Specimen 1684 has been given to other plant jobs, including those on 25-wire stranding machines in Trenton. Both jobs have to learn stranding; a longer time, however, is required on the 25-wire machine before work of acceptable quality and sufficient quantity is produced, particularly when frequent size changes are required and a variety of strand constructions are involved. On the job in question, the Operator has to learn the basic stranding process; in addition, he has to master the adjustment of the preforming head and straightening rolls and the operation and adjustment of the induction heating unit for the production of stress-relieved, camberless strand. These facts make Specimen 1684 more appropriate than Specimen 1676, and a 1.2 rating for the classification of this factor is warranted. 13

Factor 3. The Company rates this factor at 1.6, based on Specimen 1676 and COL-95, the Union requests 2.2, based on Specimen 1684. The following explanation of the different classification of the Specimen jobs is given by the Company: 14

"The fact that Specimen 1684 is coded at D-2.2 while Specimen 1676 is coded at C-1.6 in this Factor illustrates the distinction which the parties made originally between the mental skill required in operating the moderately complex 25-wire stranders as compared with the relatively simple 7-wire stranders."

The Union relies on language found in COL-95, concerning the intricacies of the job of Stranding Machine Operator. That language, however, related to jobs on stranding machines with an actual 2.2 rating in Factor 3. Here the basic operation is that of a 7-wire stranding machine, properly classified at 1.6, and the question arises whether the production of camberless strand and the addition of the induction heating unit warrant the higher code level of Specimen 1684. While equipment has been added to the basic 7-wire strander, the mechanical differences between this unit and a regular 7-wire strander are not of such impact for classification purposes as to put it on the level of complexity of a 25-wire machine. 15

With respect to operational differences, the addition of the induction heating unit requires frequent checks of the heat chart and the temperature of the strand at the take-up reel. Adjusting the preforming head, straightener rolls, and induction heating unit requires more judgment than that required by the operation of the basic 7-wire strander; but the over-all operation of the unit does not require the mental skill demanded by the production of various strand constructions on a 25-wire machine and remains closer to that of Specimen 1676 than to that of Specimen 1684. Therefore, the classification of 1.6 in this factor seems appropriate. 16

Factor 9. The Company rated this factor at 1.0; the Union requests 1.5. Both Specimen jobs, 1676 and 1684, have a classification of 1.0. 17

The Union submits that the Operator has to observe the various phases of the operation, including the water pressure valve, the control panel board of the induction heating unit, and the generator warning light in addition to the proper operation of the strander and the spooling operations. These duties, it is argued, justify the application of the language of the D code "controlling machines and processes at rapid pace requiring close coordination or fine adjustment." However, the Board must read the language of the Manual in light of the duties of the Specimen jobs. The mental effort required by the Operator of a 25-wire stranding machine is slotted at the C code level in Specimen 1684, and is, in the opinion of the Board, greater than that of the job in dispute. Therefore, a 1.0 classification seems appropriate. 18

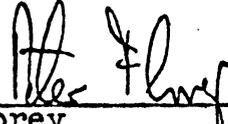
AWARD

The grievance is sustained to the extent that the classification of Factor 2 is increased from .8 to 1.2, thereby raising the total from 10.8 to 11.2, leaving the job in Job Class 11. 19

7.

A-1033

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