2-14-1966

United States Steel Corporation Tubular Operations Lorain Works and United Steelworkers of America Local Union 1104

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UNITED STATES STEEL CORPORATION  
TUBULAR OPERATIONS  
Lorain Works  

and  

UNITED STEELWORKERS OF AMERICA  
Local Union No. 1104  

Subject: Job Description and Classification  

Statement of the Grievance:  

Job in Dispute: Burner  

Stipulation Dated: August 26, 1964  


Statement of the Award: The grievance is denied with respect to Factors 7, 8, and 11; Factor 3 is increased from 1.0 to 1.6, thereby increasing the total job classification from 6.8 to 7.4 for Job Class 7.
At issue is the proper job classification of the new job of Burner installed in the Maintenance Department of Lorain Works on August 7, 1964 under Section 9-D of the April 6, 1962 Agreement, as amended June 29, 1963, and the 1963 Job Description and Classification Manual.

Prior to the installation of the new job, burning was performed for Open Hearth Bricklayers by the job of (Open Hearth Millwright) Burner, Plant Code 4346, described on December 9, 1952 with a total classification of 6.4 (shown in error on the job classification as 6.5 for Job Class 7), with the following Primary Function:

"Perform burning duties incidental to furnace rebuilds, repair of iron and steel ladles and steel runners, and other repair work in the Open Hearth,"

and the following detailed classification:

<table>
<thead>
<tr>
<th>Factor</th>
<th>Classification</th>
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<tbody>
<tr>
<td>1. Pre-Employment Training</td>
<td>A Base</td>
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<tr>
<td>2. Employment Training and Experience</td>
<td>.4</td>
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<tr>
<td>3. Mental Skill</td>
<td>1.0</td>
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<tr>
<td>4. Manual Skill</td>
<td>C 1.0</td>
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<td>5. Responsibility for Material</td>
<td>.3</td>
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<td>6. Responsibility for Tools and Equipment</td>
<td>.2</td>
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<td>7. Responsibility for Operations</td>
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<td>8. Responsibility for Safety of Others</td>
<td>.4</td>
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<tr>
<td>9. Mental Effort</td>
<td>C 1.0</td>
</tr>
<tr>
<td>10. Physical Effort</td>
<td>C .8</td>
</tr>
<tr>
<td>11. Surroundings</td>
<td>.4</td>
</tr>
<tr>
<td>12. Hazard</td>
<td>.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6.5</strong></td>
</tr>
<tr>
<td><strong>Job Class</strong></td>
<td><strong>7</strong></td>
</tr>
</tbody>
</table>
Occasionally the Company encountered difficulties in assigning incumbents of this job to roof patches with the dispatch required for the Bricklayers work, and supervision decided to utilize Bricklayer Helpers who were to be stepped up to a new Burner job, whenever required. The job description and classification of the new job was given the following Primary Function:

"To perform burning duties required by Bricklayers in conjunction with furnace rebuilds and other repair work."

In classifying the new job under the Manual, the Company arrived at a classification similar to that of the existing (Open Hearth Millwright) Burner job, with the exception of Factor 11, Surroundings, in which the classification was increased from .4 to .8, giving the new job a total classification of 6.8 for Job Class 7.

The factor by factor classification assigned to the new job by the Company, that requested by the Union, and those of the only Burner jobs in the Manual, MJC Nos. 190 and 433, are as follows:
The Manual indicates that MJC 433 is attached to the Weld Shop of the Maintenance Department with the following Primary Function:

"To burn with oxy-acetylene torch structural work, machine parts and furnace spills as directed."
The Job Description also indicates that this job was classified as working on all Open Hearth equipment and structural work.

MJC 190 is a Burner job in the Rolling Division of the Hot Strip Mills Department with the following Primary Function:

"To burn cobble scrap to charging box length with gas-cutting torch."

The Union considers MJC 433 as the basic classification reference. It requests a higher classification in Factor 8, Responsibility for the Safety of Others, because the job in dispute works in close proximity to the Bricklayers. This, it is argued, requires "considerable" rather than "ordinary" care. In Factor 11, Surroundings, it requests a coding of 1.6 because, for the application of the Manual, it considers the Burner as exposed to extreme heat of intense degree and obnoxious dirt and dust for a considerable time.

The Union stresses that the Burner job is filled only when Bricklayers work on roof patches, and that, therefore, the average working conditions of the disputed job are less favorable than those of other maintenance jobs which normally are assigned to work under a variety of conditions.

The Company supports its classification of the new job by reference to a number of Master Job Classifications of the Manual, and two Lorain Works Burner jobs, one of them negotiated in the Open Hearth Department in 1965. In Factor 3, Mental Skill, the coding of MJC 190,
Burner, seems appropriate since the disputed job is not required to burn to close tolerances. The Company argues that MJC 433 enjoys a higher coding in this Factor because it is utilized on a variety of maintenance tasks and works together with a number of Trade and Craft jobs where close tolerances have to be observed. The disputed job is only utilized on Open Hearth roof patches in conjunction with Bricklayers work, and does not require a variety of burning skills; burning of roof plates and tie rods does not require selection of correct tips for oxy-acetylene torches to the same extent as burning indicated by the job description of MJC 433.

With respect to Factor 7, Responsibility for Operations, the Company labels the new job as being part of the Bricklayer crew and therefore properly given a .5 rating. For the classification of Factor 8, Responsibility for the Safety of Others and 11, Surroundings, the Company relies on the classification of MJC 482, Bricklayer, and MJC 483, Bricklayer Helper, in these factors, arguing that the disputed job works under similar conditions.

**FINDINGS**

Factor 3 - The Company has assigned a classification of 1.0; the Union requests 1.6. The Company itself has given "perform semi-routine job of burning and work to moderate tolerances" as the reason for classifying the disputed job in this Factor. The Manual does not support the argument that reference to "liberal tolerances" in describing the job requirements for a 1.0 classification in the Manual implies that "close" tolerance work is a necessary requirement for a 1.6 classification. Each roof patch presents a problem of its own and requires judgment on the extent and technique of necessary burning. Such
exercise of judgment in the performance of a semi-routine job makes a 1.6 classification more appropriate.

Factor 7 - The Company has assigned a classification of .5; the Union requests 1.0. In the coding of this Factor, the Manual requires consideration of the size of crew and teamwork required, the importance and size of the equipment, and the degree of control exercised by the workmen on the job. For a 1.0 classification in this Factor, the Manual lists the job requirement of "perform tradesman's or shop maintenance work such as operations of complex machine tools." Nothing in the record supports the view that the job in dispute is required to perform work of that nature. For this reason, a .5 coding in this Factor seems more appropriate than the 1.0 classification of MJC 433.

Factor 8 - The Company has assigned a classification of .4; the Union requests .8. Burner, MJC 433 and Bricklayer, MJC 482, are classified at .4, and the record does not contain any evidence which would justify a different conclusion.

Factor 11 - The Company has assigned a classification of .8; the Union requests 1.6, because in its opinion the job should be described as exposed to extreme heat of intense degree and for considerable time for purposes of classification. Open Hearth MJC's with a 1.6 coding in this Factor are MJC 61, Steel Pourer, who controls the flow of steel from ladle to molds for considerable time, and MJC 68, Nozzle Setter, who not only is exposed to extreme heat while setting nozzles and cleaning ladles but also assists on the pouring platform in pouring steel. The Manual does not contain a single maintenance job with the classification requested by the Union.
The arbitrator was given an opportunity to observe at close range a Burner, Bricklayers, and other crafts working on a roof patch and to experience the heat conditions at the work station of the Steel Pourer. Although the plant inspection was favored by the chill of a cold winter night, the Open Hearth roof was a hot place, and radiation from fire bricks intense. Observation of steel pouring and a study of jobs classified at 1.6 on the basis of heat conditions, indicates, however, that the Manual justifies such classification only where a job is stationed within close range of red hot materials and without opportunity to step back at will. Proper correlation with MJC's requires a .8 classification in this Factor.

AWARD

The grievance is denied with respect to Factors 7, 8, and 11; Factor 3 is increased from 1.0 to 1.6, thereby increasing the total job classification from 6.8 to 7.4 for Job Class 7.

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