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

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BOARD OF ARBITRATION

Case USS-4955-T

May 7, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
TUBULAR OPERATIONS
Lorain Works

and

Grievance No. N-L62-84

UNITED STEELWORKERS OF AMERICA
Local Union No. 1104

Subject: Job Description and Classification

Statement of the Grievance: "Management has replaced the semi truck #81 with truck #684 and has cut the rate from Class 10 to Class 8. We believe that a description should be presented to us on a change of equipment and the rate to remain as same Class 10.

"Facts: This piece of equipment is replacing the semi #181 and doing the work of the semi and more so as the bed on this truck, #684, is the longest we have in truck service by far.

"Remedy Requested: Asking that the company refrain from cutting the job class on this truck and for all monies lost from its inception."

This grievance was filed in the First Step of the grievance procedure September 5, 1962.

Contract Provision Involved:
Basic Agreement.

Section 9-D of the April 6, 1962

Statement of the Award:

The grievance is denied.

BACKGROUND

Case USS-4955-T

The Union requests that a Job Description and Classification be prepared by the Company covering the operation of a flat bed truck newly acquired by the Stores Department of Lorain Works. 1

A Job Description and Classification was installed at Lorain Works in 1945 covering the job of Truck Driver operating a 1-1/2 ton stake body Chevrolet truck. The classification was as follows: 2

<u>Factor</u>	<u>Rating</u>
1	.3
2	.4
3	1.6
4	.5
5	C .7
6	CM .7
7	Base
8	1.2
9	1.0
10	.8
11	.4
12	.4
<hr/>	
Total Classification	8.0

In 1950 reference to the 1-1/2 ton truck was deleted from "Tools and Equipment" in the Job Description and the following enumerated: 3

"Motor-powered vehicles including ambulance, pay car, trucks, automobiles, etc."

In 1951 a "Dempster-Dumpster" truck was added to the Job Description. 4

Between 1947 and 1958 the Company acquired various motor vehicles which were operated by employees covered by the Truck Driver Job Description and Classification, including, among others, two Mack-International five-ton heavy duty stake body trucks. Starting in August of 1953, the Company leased 5

various motor vehicles, including various stake body trucks, some of which are equipped with hydraulic tail gates and booms. These trucks, as set forth in the Job Description, are used for various hauling jobs within the mill.

In 1945 the Company also installed a Job Description and Classification for a Truck Driver (Semi), operating a tractor-trailer which was then used primarily for the transportation of pipe from the mill to storage areas, although it hauled other materials, too. This job had a classification similar to that of the Truck Driver but was rated higher in Factors 4, 6, and 7. Factor 4 was classified at 1.0 in consideration of the greater manual skill required by the operation of a tractor-trailer. Factor 6 was rated at DM 1.5 because the driver had to pay close attention to prevent damage to "heavy duty equipment," i.e., the tractor-trailer. Factor 7 was rated at .5 because the job delivered pipe from the mill to the storage area, and, therefore, required some teamwork with the Production Department. Thus, the total classification of this job was 9.8 for Job Class 10. 6

In 1957 transportation of pipe was assigned to straddle carriers, and this element of the working procedure of Truck Driver (Semi) was deleted, but without a change in classification. The Company continued to assign one employee full-time to the operation of this vehicle, while other Truck Drivers of the Stores Department were assigned according to need to any mobile equipment covered by their job description. 7

In August of 1962, the Company leased a new flat bed truck, the so-called White platform truck which has three axles with ten wheels (compared to two axles and six wheels found on some other stake body trucks.) The major difference of its design from "conventional" trucks consisted of a motor, recessed underneath the platform, and a small cab mounted on the left front corner of the platform, just large enough to accommodate the driver. Thus, this vehicle offers an unobstructed front view from the cab but requires some adjustment to the platform which extends flush with the front of the cab to the right. This new truck is equipped with power steering, a feature not found on the older Mack trucks. 8

After this new truck was acquired, the Company scrapped the tractor-trailer, and assigned its operators to the new vehicle, also full-time. Later on, its operation was incorporated in the "pool," although usually a junior driver is assigned to it. 9

When the operators were assigned to the White truck, they were placed under the Truck Driver Job Description and Classification. This action was grieved by the Union which claimed that the White truck replaced the trailer-truck, that it was as difficult to operate as the trailer-truck, and that, therefore, its drivers should receive a classification similar to that assigned to the operation of the trailer-truck. 10

At the outset, the Company suggested that the grievance should be processed by the Plant Union Committee as set forth in Section 9-D-8 of the Basic Agreement. Nevertheless, the grievance was processed through Step 4 in the regular grievance procedure but then referred to the Plant Union Committee for handling. The case was considered by the Joint Company and Union Committee on Job Description and Classification but referred back to the regular grievance procedure for further processing, where it was not resolved, because the Union argued that its disposition was governed by the principles stated in Case N-402. However, the parties fully discussed the job description and classification problems underlying the case, and made a detailed factor by factor analysis of the jobs of Truck Driver and Truck Driver (Semi). 11

After the hearing of this case the arbitrator was given an opportunity to inspect the Lorain mobile equipment, and he observed the operation of the White truck as well as that of other stake body trucks. 12

FINDINGS

Despite the mandate of Section 9-D-8 of the April 6, 1962 Agreement, the parties have not considered this case in the manner prescribed by the Basic Agreement, and therefore find themselves in a position similar to that discussed in Case USC-1811 which arose under Section 9-D of the January 4, 1960 Agreement. 13

Thus, the issue before the Board is narrowed to a determination whether the operation of the White truck properly falls within the primary function and working procedure of the Job Description of Truck Driver, particularly in light of the Board's decision in Case N-402.

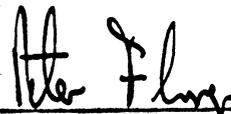
Case N-402 discussed a unique and confused problem, involved different equipment, and for this reason alone, is not applicable in this situation.

It is true that the design of the cab on the White truck differs from that found on the other trucks currently used in the pool of motor vehicles of the Stores Department, and permits carriage of longer loads; the additional axle and four wheels also enable it to carry heavier loads. A correlation of equipment, driven throughout the Corporation, by the job of Truck Driver, Job Class 8, shows that this Job Description and Classification covers a great variety of mobile equipment including tractors equipped with fifty and sixty ton trailers. Moreover, the only reasons for the Job Class 10 Truck Driver (Semi) job at Lorain were the requirements of operating a tractor-trailer within the production process; none of this applies to the new equipment. Although the White truck can move some material which formerly had to be hauled by outside contractors, this equipment falls within the range of motor vehicles covered by the Truck Driver Job Description and Classification.

AWARD

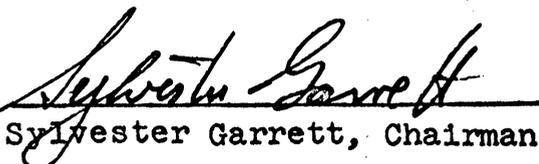
The grievance is denied.

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