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United States Steel Corporation Sheet and Tin Operations Fairfield Works and United Steelworkers of America Local Union 1013

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UNITED STATES STEEL CORPORATION  
SHEET AND TIN OPERATIONS  
Fairfield Works  

and  

UNITED STEELWORKERS OF AMERICA  
Local Union No. 1013  

Subject: Local Working Condition - Change in Underlying Circumstances - Reduction in Millwright Crew  

Statement of the Grievance: "We the undersigned grievants protest Managements action in reducing the oiler crews in # 1 Blooming Mill.  

"This job has been in existence for a number of years. This job is being performed at present by the Millwright helpers.  

"That we be put back on and the job be reinstated also that we be paid all monies lost due to Management's action."

This grievance was filed in the Second Step of the grievance procedure February 12, 1964.

Statement of the Award: The grievance is denied.
FINDINGS

At issue is elimination of the Blooming Mill Oiler from the Millwright Crew in No. 1 Blooming Mill, Primary Mills - South, Fairfield Works. The grievance alleges that Management's action was not justified by the provisions of Section 2-B-4 of the April 6, 1962 Agreement, as amended June 29, 1963.

Prior to December 16, 1963, two Millwrights, two Millwright Helpers, and one Blooming Mill Oiler were assigned to No. 1 Blooming Mill each turn. These employees worked as a crew; Oilers assisted the Millwrights on major breakdowns and, on occasions, a Millwright Helper oiled.

For many years it had been the primary responsibility of the Oiler to lubricate equipment with "dipper and bucket." Occasionally he also used alemite and squirt guns and other lubricating equipment. Ingot feed tables, ingot turn-arounds, the ingot run table and mill back table had old friction bearings with exposed lineshaft gears and rolls. These tables were replaced in 1957 with new ones, which have ball bearing table rolls, and are equipped with a Farval automatic lubricating system. The gears on the new tables operate in an oil bath and are completely enclosed. This change cut down the work of the Oiler to three and one half hours per turn.

In December of 1963 the Company replaced two shear approach tables and the shear runout table with new equipment incorporating the same improved lubrication system as the 1957 replacements. The Company estimated that, as a result of these additional changes, the Oiler would have been occupied less than 15% of his working time.

The modern tables also required less maintenance by Millwrights and Millwright Helpers so that the residual duties of the Oiler job could be assigned to these two classifications without difficulty. Therefore, the Oiler's job was eliminated.
The Union takes the position that, as long as any oiling remains to be done, the Company has to retain the job of Blooming Mill Oiler in the Millwright Crew, citing Case USC-278. There, the Board sustained a grievance challenging the reduction of Greasers assigned to the 38" and 48" Mills at Duquesne Works.

The record in this case supports the contention of the Company that the extensive changes in equipment affected the workload of the Millwright Crew and that the crew reduction was justified under Section 2-B-4 of the Basic Agreement. In Case USC-278 the Board found that the Company assigned the duties of the eliminated Greasers to the remaining members of the crews for the sole reason to achieve lower costs. The Board stated:

"In applying the Agreement, the Board is not authorized under the Agreement to approve or disapprove Management action on the basis solely of its effect upon cost of production. The Board is obliged to apply the provisions of the Agreement as written by the parties. Section 2-B-4 does not authorize a change in established local working conditions solely on the basis of considerations of relative cost."

However, after the grievance had been filed, the use of hot beds had been discontinued in April of 1952, thereby eliminating most of the greasing previously performed by the third man on the 40" crew. Therefore, in its Award the Board also ruled:
"With respect to the 40" Mill, similar reimbursement for wages lost shall be made for the period from the date of filing the grievance up to April 23, 1952. There is no basis now to require restoration of the established practice in view of changed conditions arising on April 23, 1952."

The elimination of the hot beds in Case USC-278 involved a reduction of work load similar to that in connection with the installation of new tables in this case, thereby creating changed conditions justifying the application of Section 2-B-4.

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