9-1-1965

United States Steel Corporation Sheet and Tin Operations Fairfield Tin Mill and United Steelworkers of America Local Union 2122

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UNITED STATES STEEL CORPORATION
Sheet and Tin Operations
Fairfield Tin Mill

and

UNITED STEELWORKERS OF AMERICA
Local Union No. 2122

Subject: Assignment of Job Duties.

Statement of the Grievance: "We, the employees of the Comptroller's Department Weighmen #4 Pickle Line, object to performing the duties of Stocker #4 Pickle Line and ask for these duties be returned to their rightful position of Stocker #4 Pickle Line."

This grievance was filed in the Second Step of the grievance procedure December 3, 1963.


Statement of the Award: The grievance is denied.
This grievance from the Accounting Department of Fairfield Tin Mill protests re-assignment of some former Stocker duties to a Weigher job on No. 4 Continuous Pickle Line, as a result of elimination of the Stocker (No. 4 Tandem Mill) in the Cold Reduction Department.

Two new producing facilities are involved: No. 4 Continuous Pickle Line and No. 4 Tandem Mill. The new Continuous Pickle Line went into operation on May 4, 1961, and the new Tandem Mill began to run March 28, 1963. No. 4 Continuous Pickle Line precedes the No. 4 Tandem Mill in the process flow, and supplies pickled coils for rolling on the No. 4 Tandem Mill. Coils leaving the No. 4 Continuous Pickle Line are stocked in an area just ahead of the entry conveyor of the No. 4 Tandem Mill.

Prior to the disputed change, a Weigher worked on the east side of the upcoiler on the No. 4 Continuous Pickle Line and primarily was responsible for weighing and recording production coming off that line. Thus, he would weigh (and prepare a scale ticket for) each coil, record the coil on the Pickle Line Production Report, and make out metal tags for certain coils. The Weigher job was installed as of May 4, 1961. At first, it was believed that the Weigher job would be temporary, pending installation of a workable automatic scale and recorder. However, the scale and recorder never worked satisfactorily, and the Weigher was kept on.

The Stocker (No. 4 Tandem Mill) was established March 28, 1963 and worked between the exit end of No. 4 Continuous Pickle Line and the entry end of No. 4 Tandem Mill, with primary responsibility to see that coils were stocked and fed to the No. 4 Tandem Mill promptly and in sequence. His duties included painting an identification number on each coil, directing the Stocking Cranemen in stocking and charging coils
for the No. 4 Tandem Mill, and delivering metal tickets from
the Weigher position on No. 4 Continuous Pickle Line to the
Tandem Mill Recorder on No. 4 Mill.

After No. 4 Tandem Mill had been in operation for a
few months, it was apparent that the Stocker (No. 4 Tandem
Mill) was not needed and that the duties of Weigher (No. 4
Continuous Pickle Line) and Stocker (No. 4 Tandem Mill) easily
could be combined. Necessary changes to facilitate this move
were completed by November of 1963, and included:

1. Moving the automatic scale console, the Weigher's
recording desk, and the metal tag machine at the exit end of
No. 4 Continuous Pickle Line from the east side of the upcoiler
to a point next to the exit conveyor on that line. This move
permitted one person to weigh and record production on the
No. 4 Continuous Pickle Line and to paint identifying numbers
on the coils as they left the line.

2. Installing a new communications system to provide
three-way communication between the Weigher (situated on the
No. 4 Continuous Pickle Line), the Stocking Craneman, and the
Recorder on No. 4 Tandem Mill. This new equipment made it
possible to handle stocking and charging for No. 4 Tandem Mill
without keeping a Stocker on hand in the stocking area.

3. Reassigning to the Tandem Mill Stocker (Tandem
Mills No. 2 and No. 3) the duty of picking up coil tickets and
metal tags at the No. 4 Continuous Pickle Line Weigher's station
to deliver to the Recorder on No. 4 Tandem Mill.
Upon completing these changes, Management first eliminated the Weigher (No. 4 Continuous Pickle Line) and reassigned his weighing and recording duties to the Stocker (No. 4 Tandem Mill). Management then began training Stocker incumbents (No. 4 Tandem Mill) to perform Weigher duties, and scheduling of a Weigher was discontinued on November 10, 1963. It soon became clear that this new technique was not satisfactory because Stockers had difficulty mastering the weighing and recording duties. The Stocker is a bottom job in a large seniority unit and has a high rate of turn-over. By November 17, 1963, Management reversed the first arrangement, and employees on the job of Weigher (No. 4 Continuous Pickle Line) thereafter were scheduled to perform the combined duties, with the Stocker (No. 4 Tandem Mill) job being discontinued. There was no grievance on behalf of the Stockers. A new job of Weigher (Stocker) in Class 8 was installed, and the present grievance was filed. Previously the Weigher job had been in Class 7.

In support of the grievance the Union asserts that none of the duties of either job was eliminated when the Weigher's equipment was relocated. It stresses that the Weigher job is in a different seniority unit from the Stocker job, and that Weighers never before have been called upon to perform Stocker-type duties. The Union thus essentially relies on a claimed established local working condition under Section 2-B-3, to the effect that Stocker duties will not be assigned to Weigher jobs. Although there is no grievance on behalf of the Stockers, the Union believes that the only feasible way to remedy the alleged disregard of a controlling local practice is for the Board to direct the Company to discontinue assigning former Stocker duties to the Weighers.
The Company emphasizes that this grievance only is on behalf of the Weighers, and the Stockers have not protested the realignment of duties. According to the Company, the sole issue here is whether it is entitled to assign Stocker type duties to a Weigher. It emphasizes that the Board never before has held such a local working condition to be protected, and that, in any event, the situation at this particular location is a new one growing out of the installation of new facilities. And even if Section 2-B-3 were held to apply, the Company emphasizes the mechanical and physical changes which would suffice to invoke Section 2-B-4.

FINDINGS

The basic problem faced by Management in the present case was one of working out an efficient method of weighing and stocking coils in transit from the new Continuous Pickle Line to the new Tandem Mill which went into operation in 1963. The evidence does not establish any local working condition which would bar assignment of Stocker type duties to a Weigher under the circumstances here. The Union appears to believe that an established local working condition can arise—and did arise in this case—which would prevent assigning Stocker type duties to Weighers because the two jobs had been in separate seniority units. This broad argument is not supported by Section 2-B-'3' or Section 9-D, as was made clear some years ago in the key decision in Case CI-257. Even if such an established local working condition could be thought to have developed, moreover, the changed conditions brought about by installation of new equipment and relocation of various facilities in November of 1963 would have sufficed for purposes of invoking Section 2-B-4.
5. USS-5108-S

AWARD

The grievance is denied.

BOARD OF ARBITRATION

Sylvester Garrett, Chairman