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BOARD OF ARBITRATION

Case No. USS-5091-S

November 22, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
SHEET AND TIN OPERATIONS
Fairfield Works

and

Grievance No. 153-2705

UNITED STEELWORKERS OF AMERICA
Local Union No. 1013

Subject: Local Working Condition - Crew Size

Statement of the Grievance: "We, the undersigned employees protest managements action in reducing the regular assigned millwright crew in the Blast Furnace Boiler & Power Houses Utilities Dept, Fairfield Steel by eliminating Millwright helper. We contend this action by management is a violation of Section 2-A; 2-B; 13 and 14 of the existing agreement.

"Committeeman was notified by Supt George Willard of Utilities Dept Blast Furnace Boiler and Power House the change in millwright and millwright helper crews eliminating 28 turns of millwright helper effective March 1, 1964.

"We request management to restore millwright helpers and employees be paid for loss of all earnings due to this violation."

2.

USS-5091-S

This grievance was filed in the
Second Step of the grievance procedure March 4, 1964.

Contract Provision Involved: Section 2-B of the April 6, 1962
Agreement, as amended June 29, 1963.

Statement of the Award:

The grievance is denied.

Members of the Millwright Crew in the Blast Furnace Utilities Department of Fairfield Steel Works protest that a crew reduction effective March 1, 1964 was not justified under the provisions of Section 2-B-4 of the April 6, 1962 Agreement, as amended June 29, 1963.

Prior to March 1, 1964, five Millwrights and four Millwright Helpers were scheduled on day turn in the Blast Furnace Utilities Department. Of these employees, three Millwrights and three Millwright Helpers were assigned to the Boiler House. (The latter have been found to represent a crew, protected by Section 2-B-3 of the Basic Agreement, in Case T-849.)

After March 1, 1964 the Company assigned five Millwrights on the day turns of Saturday and Sunday and eight Millwrights on the day turns of Monday through Friday. This change resulted in an increase of 15 turns per week for Millwrights, requiring the up-grading of three Millwright Helpers to Millwrights, and the elimination of 28 Millwright Helpers turns per week. Overall, five, instead of nine, employees are now scheduled on week ends, and eight, instead of nine, Monday through Friday. The record reflects only the over-all reduction in the Blast Furnace Utilities Department, and it is not apparent how the Boiler House Crew was affected.

The Company justifies reduction of the Millwright force on the basis of equipment changes outlined in the Company's brief as follows:

"1. Installation of new coal pulverizer mills, installed in March, 1961.

(a) Since going to gas as a fuel this unit is on stand-by and only used when the natural gas supply is curtailed due to unusually cold weather. Maintenance is primarily related to the amount of usage. During the winter of 1964-1965 actual usage has been ten operating days.

"2. Installation of gas cleaning equipment, completed November, 1962.

(a) Has eliminated erosion to gas valves, stems and housings due to dirty gas. Hence replacement of these items is no longer necessary.

(b) Has reduced build-up of slag deposits in the fire box and the flue passages of the boilers with the result that soot blower maintenance has been substantially decreased.

(c) Has eliminated the build-up of dust deposits on induced draft fans of all boilers, thereby eliminating the cleaning and rebalancing of the fans.

(d) The freezing up of damper shaft bearings on all boilers which in the past occurred regularly has been substantially reduced.

(e) The decrease in accumulation of flue dust and dirt on all auxiliaries to the boiler and power house has reduced necessary packing and bearing maintenance on all rotating equipment.

(f) Two and one-half years of experience on clean gas has indicated that the soot blowers on each of five operating boilers need to be blown

"only once per week for a total average time of 17 minutes per week, per boiler, as compared with the former practice of 288 minutes per day, per boiler. This is a 99% reduction in the operation of these units. Maintenance of soot blowers has been proportionately reduced but Millwrights are still occupied some 40% of their prior total time in removing and reinstalling soot blowers in connection with other boiler maintenance jobs.

(g) The use of the two high pressure sluicing pumps has been reduced by about 98%. This results from reduction in blast furnace gas dirt from 2140 pounds per hour to 14 pounds per hour and because the burning of coal has been reduced to ten days per year or less. These pumps now run only an average of six hours per month.

(h) The use of the traveling screen as a traveling screen in the boiler sluicing system has been eliminated due to the greatly reduced amount of mud, slag, and other debris in the recirculated water and because of the significant decrease in pump operating time.

"3. Modernization of induced draft fans, completed in February, 1964.

"(a) The installation of modern, low speed, automatically controlled turbines for driving the eight induced draft fans has reduced the need for maintenance work on the fan floor of the Boiler House. Specifically these turbines have less bearing failures, less coupling maintenance and less lubricating problems because of their slower speed and more modern design. There have been no major breakdowns on these units in the two and one-half years since installation began and in this period a planned preventive maintenance program has been established whereby each fan of such operating boiler is completely inspected once each year.

"4. Installation of retractable soot blowers, completed in January, 1964.

(a) The installation of 12 automatic, air operated, retractable soot blowers on three boilers replaced 36 manually operated soot blowers. These new blowers require very little maintenance and, as explained above in item 2-(f), coupled with a 99% reduction in total operating time of all soot blowers has decreased Millwright services related to soot blowers by at least 60%.

"5. Installation of modern burners completed in January, 1964.

(a) Replaced one high-maintenance coal burner on each boiler with a

"low-maintenance automatic Coppus natural gas burner. As originally installed the fan blades associated with the Coppus burners required periodic replacement, however, this problem has now been corrected by the manufacturer.

(b) Replaced all blast furnace gas burners on seven boilers with modern burners equipped with roller bearing dampers. These burners are smaller, of improved design and their maintenance requirements are negligible. After two and one-half years of experience no blast furnace gas burner has had to be replaced."

The impact of these equipment changes was detailed in Company Exhibits 4 and 5 in its specific affect on maintenance hours required, and Company Exhibits 6 and 7 show similar detailed information for additional changes to related Boiler House equipment and the installation of a plant preventive maintenance program. A sample of this information is the following statement on soot blower repairs:

MAN-HOURS PER WEEK

	<u>Before Gas Cleaning and Equipment changes</u>			<u>After Gas Cleaning and Equipment Changes</u>		
	<u>Total</u>	<u>Preventive Maintenance</u>	<u>Break- down Maint.</u>	<u>Total</u>	<u>Preventive Maintenance</u>	<u>Break- down Maint.</u>
Soot Blower Repair	112	28	84	45	40	5
	112 Total Man Hours - Before Changes					
	<u>45</u> " " " - After Changes					
	67 Hours not Required = 8+ Man-Turns per Week					

The Union did not present any evidence. It labeled the Company's reduction of the Millwright crew as a violation, not only of Section 2-B-3 of the Basic Agreement, but also of the Board's Award in Case T-849. The basic facts underlying that case was outlined in marginal paragraph 3 as follows:

"Prior to 1942, with only two blast furnaces available, up to six boilers were operated, and the assigned Millwright force in the Boiler House consisted of two Millwrights and two Millwright Helpers on the B turn. No. 7 Furnace began operating in 1942,

"Nos. 7 and 8 Boilers were installed, and the Millwright force was increased to three Millwrights and three Millwright Helpers on the B turn. The Millwright force on the B turn at the Boiler House remained at that level during two- and three-furnace operations until July 16, 1961, when it was reduced to two Millwrights and two Millwright Helpers when No. 7 Furnace went down for a rebuild and the department thus went from three to two furnaces. Upon return to three-furnace operations on March 5, 1962, the Millwright force at the Boiler House was restored to three Millwrights and three Millwright Helpers on the B turn."

FINDINGS

From the face of the Board's decision in T-849 it is apparent that the Company then had limited the crew reduction to a period of about nine months, when two, instead of three, Blast Furnaces were operated on a reduction of Blast Furnace Operation. Changes in equipment were relied upon by the Company only as an additional reason for changes in the assignment of Millwrights. This is reflected in marginal paragraphs 22, 23, 24, and 25 of the Board's Award which read as follows:

"Finally Management contends that the reductions involved here were justified on the basis of changes in equipment maintained by the Millwright crew in the Boiler House. The Company

"notes that 1961 saw installation of a new coal pulverizer, said to require less frequent and extensive repair than the old pulverizer. In addition, the Company stresses installation of new, slow-speed turbine drives on seven of the eight induced draft fans, beginning with No. 5 Fan in April of 1960 and then proceeding gradually to other fans. These are said to require less maintenance than the old, high-speed drives. The Company also notes that use of blast furnace gas and pulverized coal as an auxiliary fuel in the boilers have both decreased over the years, with corresponding increase in natural gas, said to result in cleaner equipment, thus requiring less maintenance.

"Regarding the coal pulverizer, the General Supervisor of Blast Furnace Maintenance said that the old pulverizer broke down more often than the new one, but he agreed that both the old and new pulverizers required about the same level of preventive maintenance. Moreover, the Award and record in T-711 shows that Management there made the point that in recent years (the grievance in T-711 was filed in February of 1960) the old pulverizer had operated an average of only 75 or 80 hours per month out of a possible 720 hours. This indicates, completely aside from considerations of

"volume of maintenance work required by new versus old equipment, that operation of the old pulverizer had dropped off substantially considerably before filing of the present grievance. Thus, it appears that the Company overemphasizes the weight to be attached to its argument that the new pulverizer requires substantially less corrective maintenance than the old.

"As to the new, slow-speed turbine drives installed on the induced draft fans, it appears that these new drives were installed on the fan floor of the Boiler House, which is one floor above the Boiler Operator floor where the Millwright and Millwright Helper who were cut off the crew had worked, and that the employees who were cut off the crew had not worked on the old drives and, consequently, the volume of their work was not affected by installation of the new drives.

"Thus, taken separately or in combination, the record shows that the reasons asserted by Management do not justify elimination of the local working condition governing size of the Millwright crew on the B turn at the Boiler House. Accordingly, the grievance in T-849 must be sustained."

The record leaves no doubt that the equipment changes undertaken by the Company, notably the completion of the clean gas program in November of 1962, had significant impact on the amount of Millwright work required in the Boiler House. The delay in crew changes from November of 1962 to March of 1964 is explained by the necessity to replace equipment corroded by "dirty gas" and to put the Boiler House in better mechanical condition.

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The impact of the clean gas program is reflected in the following portion of marginal paragraph 26 of the Board's Award in Case T-1012:

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"In addition, it might be true that the gas-cleaning equipment has resulted in less erosion of equipment by flue dust, which probably reduces somewhat the amount of required maintenance work. (This is not intended as undercutting in any way the conclusion in T-849 that Millwright work had not been reduced to any significant degree by the reasons asserted by the Company there, which did not include this one.)"

Since the detailed analysis of Millwright maintenance requirements in the Boiler House, as reflected in the Company's Exhibits and oral testimony at the hearing has not been rebutted by the Union, the Board finds that maintenance requirements in the Boiler House have been sufficiently reduced to justify a change in Millwright crew size under Section 2-B-4 of the Agreement. As noted in Case N-146, it is not necessary for the

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Company to establish a mathematically precise relationship between the changed conditions and the revision of crew hours, as long as the causal relationship is established.

AWARD

The grievance is denied.

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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