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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 No. USS-5206-T

February 14, 1966

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
TUBULAR OPERATIONS
Lorain Works

and

Grievance No. T-L64-608

UNITED STEELWORKERS OF AMERICA
Local Union No. 1104

Subject: Incentive Administration

Statement of the Grievance: "Grievants request to be compensated for all monies lost due to Change #7 - Plan #289-1 and apply order item as in original plan."

This grievance was filed in the Second Step of the Grievance Procedure July 6, 1964.

Contract Provision Involved: Section 9-C of the April 6, 1962 Agreement, as amended June 29, 1963.

Statement of the Award: The grievance is denied.

FINDINGS

Case USS-5206-T

Employees in the Warehousing and Shipping Department of Lorain Works grieve that the application of Change No. 7 to Incentive Application No. 289-1 violates Section 9-C of the April 6, 1962 Agreement, as amended June 29, 1963. 1

Incentive Application No. 289-1 is a direct incentive covering Outside Yard Shipping Crews. The work of these crews consists primarily of stocking pipe, assembling pipe from storage racks in the Outside Yard to fill customer orders, tallying the orders, and securing and loading the orders for shipment in trucks or railroad cars. In the performance of this work, the crews use gantry and locomotive cranes. 2

In recent years truck shipments of seamless pipe, loaded by employees covered by this incentive application, were occasionally augmented by pre-tallied bales of pipe delivered to the point of loading in bolsters. These bales contain pipe already assembled into orders, tallied, and strapped by other employees. This operation was not covered by a specific standard time value and was treated as unmeasured work. The Company, at the request of the Grievance Committeeman, established and installed the following standards in Change No. 7: 3

" X. Gantry Crane Shipping
From Bolster to Truck -
Pre-Tallied Bales of Pipe
No. 780 Gantry = .227 Std. Hrs./Bale Loaded on Truck
No. 781 Gantry = .187 Std. Hrs./Bale Loaded on Truck

*Y. Locomotive Crane
Shipping - From Bolster
to Truck - Pre-Tallied
Bales of Pipe = .275 Std. Hrs/Bale Loaded on Truck

* Order Item Standards are not applicable when loading pre-tallied bales of pipe."

Grievants now insist that Standard "L" should be applied in addition to Standard "Y" despite the language of the footnote of Change No. 7. 4

The work covered by Standard "L" is described in the Incentive Brochure as follows: 5

"L. Locomotive Crane - Order Items Handled.

"To couple and uncouple cars, move cars to next loading or stocking area, climb in and out of railroad cars, climb up and down racks and transport hand tools and supplies from one area to another."

Order items are defined in the Incentive Brochure as follows: 6

"Order Item

"An order item is a specified quantity of a particular classification of pipe which differs from all other pipe in one of the following characteristics.

"O. D. Size
Wall Thickness
Length Range
End Finish
Surface Finish
Steel Grade"

The Union claimed that the Company had traditionally treated such pre-tallied bales as order items and given the appropriate credit of Standard "L", even though the loading 7

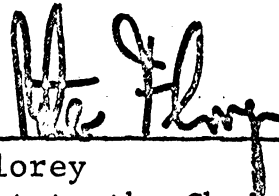
was considered unmeasured work. The record fails to support this contention. Loading of pre-tallied pipe bales is shown on Shipping Reports as unmeasured work without application of Standard "L". Standards "X" and "Y" now provide exclusive standard time values for the grieved work.

AWARD

The grievance is denied.

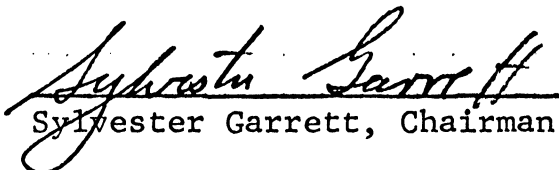
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Findings and Award recommended pursuant to Section 7-J of the Agreement, by



Peter Florey
Assistant to the Chairman

Approved by the Board of Arbitration



Sylvester Garrett, Chairman