

12-30-1965

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

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BOARD OF ARBITRATION

Case USS-5230-S

December 30, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION  
SHEET AND TIN OPERATIONS  
Fairfield Works

and

Grievance No. 153-2639

UNITED STEELWORKERS OF AMERICA  
Local Union No. 1013

Subject: Job Classification

Statement of the Grievance: "We charge management with violation of Section 9 of the agreement between the Company and the Union.

"When the Charging Machine Job was reclassified management refused to pay the back pay.

"We request back pay from December 10, 1960 to the time the job was reclassified."

This grievance was filed in the First Step of the grievance procedure January 7, 1964.

Contract Provision Involved:  
Agreement.

Section 9-D of the January 4, 1960

Statement of the Award:

The grievance is denied.

FINDINGS

Case USS-5230-S

At issue in this case is the effective date of an increase from Job Class 6 to Job Class 10 of the job of Charger (Cont. & In-And-Out Fces.) in the Plate Mill Department of Fairfield Works.

In 1960, as a result of the installation of a third continuous reheating furnace, a television camera was installed to enable the Charger to see the skids of all three continuous furnaces simultaneously. As a consequence, in December, 1960, Management added the requirement under Item 12 of the Working Procedure that the Charger "adjusts television cameras and monitors as required to observe charging of No. 3 furnace"; the Company proposed no change in classification. On December 10, 1960, the Union filed Grievance 153-1877, requesting that the Charger job be reclassified. Following negotiation of the April 6, 1962 Labor Agreement, the parties agreed to treat Grievance 153-1877 under the newly adopted stipulation procedure of Section 9-D, and it thereafter became Grievance 153-JC-39.

While the grievance was considered, the then incumbent of the Charger job (who also was an Assistant Grievance Committeeman in the Department) continued discussions with the Superintendent as to how the job classification of his job could be increased.

Over the years a practice had been established in the department of adding a Charging Machine Operator to the crew for operations above the two in-and-out furnace level. Frequently, this assignment was filled by holding over a Charging Machine Operator on overtime. The Assistant Grievance Committeeman suggested to the Superintendent that Management include operation of the charging machine in the job description of the Charger. Since the filling

of this occasional job assignment had caused some inconvenience to supervision, the Company found this an acceptable proposal, made the necessary changes in the job description and classification of the Charger job, increasing the job class from 6 to 10, and made the new job assignment effective December 8, 1963. (Grievance 153-JC-39 remained at the Fourth Step level until November 25, 1964, when it was withdrawn.) The Union takes the position in this grievance that the increase in classification should be carried all the way back to the date of the filing of the initial grievance, 153-1877, on December 10, 1960.

The record leaves no doubt that the Company increased the classification of the Charger job only because it added the duties of Charging Machine Operator to it. It is undisputed that, after December 8, 1963, the Charger was assigned to the operation of the in-and-out charging crane, and that the operation of that crane never had been part and parcel of the job of the Charger before that date. The Company also had consistently told the Union that the addition of the television camera had no measurable impact on the job classification of the Charger job. The record therefore presents no valid contractual reason why the increased job classification should become effective prior to December 8, 1963.

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AWARD

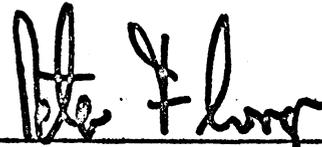
The grievance is denied.

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USS-5230-S

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



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Peter Florey  
Assistant to the Chairman

Approved by the Board of Arbitration



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Sylvester Garrett, Chairman