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United States Steel Corporation Sheet and Tin Operations Irvin Works and United Steelworkers of America Local Union 2227

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BOARD OF ARBITRATION

Case No. USS-4911-S

June 28, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
SHEET AND TIN OPERATIONS
Irvin Works

and

Grievance No. A-64-64

UNITED STEELWORKERS OF AMERICA
Local Union No. 2227

Subject: Crew Size.

Statement of the Grievance: "The Union protests the elimination of the Assistant Strip Finisher position - Hot Strip Mill.

"Facts: This position has been eliminated and the duties placed on other members of the crew. There has always been two (2) Assistant Strip Finishers.

"Remedy Requested: That this position be reinstated and the grievant be made whole for all lost wages."

This grievance was filed in the First Step of the grievance procedure March 20, 1964.

Contract Provisions Involved: Sections 2-B and 9-D of the
April 6, 1962 Agreement, as amended June 29, 1963.

Statement of the Award: The grievance is denied.

BACKGROUND

Case No. USS-4911-S

This grievance from the 80" Hot Strip Mill of Irvin Works protests reduction of one Assistant Strip Finisher from the crew formerly assigned to operate the finishing stands as a violation of Sections 2-B and 9-D of the April 6, 1962 Agreement, as amended June 29, 1963.

Prior to March of 1964, the jobs normally assigned at the area of the finishing stands were Roller, Assistant Roller, Strip Finisher, two Assistant Strip Finishers, and Crop Shearman, for a total of six. During that time leveling, facing, and drafting of Nos. 5, 6, 7, 8, 9, and 10 Finishing Stands were obtained by various employees' performing certain designated tasks under direction of the Roller, assisted by the Assistant Roller, generally as follows.

The Strip Finisher located at a floor-level pulpit near No. 10 Stand was responsible during rolling for operating (a) screw-downs to draft Nos. 9 and 10 Stands, (b) X-ray gauge, (c) No. 1 Section of No. 1 Runout Table and (d) runout table sprays for coiling temperature. In addition, during rolling the Strip Finisher was responsible for watching strip gauge and signalling the Roller, Assistant Roller, and two Assistant Strip Finishers when draft changes should be made by them at Nos. 5, 6, 7, and 8 Stands to supplement correction made by him at 9 and 10 Stands. During roll changes, the Strip Finisher along with one of the Assistant Strip Finishers removed strip-pers and counterweights on Nos. 8, 9, and 10 Stands.

In the past one Assistant Strip Finisher was located to cover 5, 6, and 7 Stands and the other covered 8, 9, and 10 Stands. Each was responsible at his respective station, as one of his two main duties, for changing guide settings on his set of three finishing stands. Sometimes when the Strip Finisher was not able to signal the Roller as explained above, it then became the duty of the two Assistant Strip Finishers to help the Assistant Roller in drafting 5, 6, 7, and 8 Stands in order to supplement the correction made at 9 and 10 Stands by the Strip Finisher. During rolling the other principal duty of the two Assistant Strip Finishers was to operate screw-downs at

five of the six finishing stands in releveling the mill. During roll changes, each Assistant Strip Finisher, one with the aid of the Crop Shearman and the other with the help of the Strip Finisher, removed strippers and counterweights from his respective set of three finishing stands.

Under that former arrangement, all drafts on the mill were set by the various crew members at floor level and had to be done separately for each finishing stand. The sprays, X-ray gauge, and No. 1 Section of the runout table all were operated at floor level by the Strip Finisher. The Roller and Assistant Roller from floor level faced the mill after each roll change, were directly involved in the leveling and drafting of all stands for initial rolling after each roll change, and also from floor level in conjunction with the Strip Finisher and Assistant Strip Finisher made all necessary draft changes on 5, 6, 7, and 8 Stands during rolling. 5

In March of 1964, new, automatic speed and gauge control (ASGC) equipment was installed in the Speed Operator's pulpit above floor level. This made it possible from one central location to face and draft all six finishing stands both during roll changes and during the complete rolling cycle. In order to accomplish this purpose, the Strip Finisher, who under the new arrangement operates all ASGC controls, was moved from his previous floor-level location to the Speed Operator's pulpit above floor level where he stays at the controls both during roll changes and rolling. From that position he also levels all six finishing stands for initial rolling and is held responsible for final gauge of strip. The Strip Finisher thus has been relieved of his former duties of leveling No. 10 Stand during rolling, setting the X-ray gauge, and operating the runout table and runout table sprays. Those duties now are performed by the newly titled Spray and Gauge Attendant (formerly titled Speed Operator Intermediate) whose previous duties have been transferred to the Speed Operator. The latter reassignment of duties was made possible by the fact that the new, automatic speed and looper controls have freed the Speed Operator from the duty of constantly governing both mill speed and loopers. 6

Since, under the new arrangement, the Strip Finisher does not leave his pulpit during roll changes, his previous roll-changing duties at floor level at 8, 9, and 10 Stands and those of the eliminated Assistant Strip Finisher have been assigned to two Coil Markers. These employees previously were at another station, and the requirement that they assist in roll changing is the subject of a companion grievance also decided today. 7

The Company says that installation of the new ASGC equipment eliminated a substantial number of duties previously handled by various members of the crew and enabled it to assign some of the remaining duties among other crew members. 8

At any rate, the following reassignment of duties was made. Since the Assistant Roller no longer was involved in leveling, facing, or drafting of the finishing stands for initial rolling or for making draft corrections during rolling, the setting of guides at 8, 9, and 10 Stands, formerly handled by one Assistant Strip Finisher, was transferred to the Assistant Roller, as were the duties of leveling 8 and 9 Stands during rolling. 9

The Company says that installation of the new ASGC equipment and consequent reassignment of duties, resulted in there being need for only one Assistant Strip Finisher at 5, 6, and 7 Stands to set and adjust guides there, to assist in roll changes, and to assist in leveling those mills during rolling. That Assistant Strip Finisher no longer needs to operate screw-downs for drafting purposes during rolling. Thus, roll-changing duties at 5, 6, and 7 Stands now are done by the remaining Assistant Strip Finisher and the Crop Shearman, and the two Coil Markers now remove and replace strippers and counterweights at 8, 9, and 10 Stands during roll changes. 10

The Union contends that elimination of one of the Assistant Strip Finishers has shifted duties over to other members of the crew, in violation of 2-B-3. 11

In Step 3, the Union listed nine reasons why it thought the Assistant Strip Finisher force should not have been reduced, as follows:

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- "1. More cobbles are occurring on the Mill.
- "2. Temperature of cobbled product is approximately 1500° to 2100° F.
- "3. Assistant Strip Finisher (Roll Hand) has to clear Mill of cobble with aid of Assistant Roller.
- "4. Assistant Roller aids on guide setting 6-8-9-10 finishing stands.
- "5. Jogging of the Mill occurs more frequently under present conditions.
- "6. On different grades of steel or light gauges the mills require a man on each mill in order to hold strip from running off.
- "7. Getting ready for roll changes and setting out rolls requires two men: one to hook up rolls, and another to set them in position.
- "8. More roll changes now due to variety of grades and orders.
- "9. Assistant Roller has own duties to perform such as water, shape, etc."

Management feels that installation of the new ASGC equipment eliminated a substantial portion of the primary function of the Assistant Strip Finisher job and constituted

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a clear 2-B-4 change of basis for whatever local working condition may have existed, thus justifying its reassignment of residual Assistant Strip Finisher duties to other jobs and elimination of one Assistant Strip Finisher.

Regarding the nine points listed by the Union in Step 3, the Company feels that, although some of those reasons may be true, they are not relevant to the present problem. 14

An Assistant Strip Finisher agreed that the size of the roll-changing force is the same as it was before but said that no one now is helping him in removing cobbles as the Strip Finisher had done in the past, consequently throwing more manual work upon the Assistant Strip Finisher. 15

The Union's 9-D argument was based on the assertion that, although Management's presentation indicated that certain duties had been transferred to the Strip Finisher and Assistant Roller jobs, neither of the alleged changes in those jobs had been processed through the Form G procedure. Management showed, however, that changes to the Strip Finisher job had been processed by Form G's dated May 1, 1964, copies of which were presented to the Plant Union Committee on May 18, 1964. It was explained also that the Assistant Roller job was not Form G'd because its original description already encompassed the general nature of the several duties added to that job. 16

The parties indicated that a separate grievance was being processed relating to the effect on the mill incentive of the addition of the new ASGC equipment and the consequent reassignment of duties. 17

FINDINGS

The sole question now before the Board is whether Management has justified its eliminating one Assistant Strip Finisher from the six-man crew which formerly operated the finishing end of the 80" Hot Strip Mill. 18

The details recited in Background show clearly that the ASGC equipment, operated by the Strip Finisher, now performs many functions previously handled by the Assistant Roller, Strip Finisher, and Assistant Strip Finishers. For example, in the past the Assistant Roller was occupied along with others in facing and drafting all six finishing stands, one at a time, both during roll changes and during the rolling cycle. He also leveled all six stands individually for initial rolling after a roll change. All those duties now are performed by the Strip Finishers' operation of the ASGC equipment in the pulpit. With the Assistant Roller thus freed from several significant duties, it was possible to assign to him the task of setting guides at 8, 9, and 10 Stands, previously done by one Assistant Strip Finisher there, as well as the task of leveling 8 and 9 Stands during rolling, which had been done by the Strip Finisher in the past.

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Shifting of the duty of setting guides on 8, 9, and 10 Stands from the one Assistant Strip Finisher and eliminating the task of drafting during rolling from both Assistant Strip Finishers, surely took from that job a significant part of its previous duties. Whether the exact reduction was 38% from the job as a whole and therefore 76% from the work of one of its incumbents, as Management indicated in Step 4, or actually was somewhat greater or less, is unnecessary to decide. That is, although work of the remaining Assistant Strip Finisher may have been increased in some degree when removing cobbles, it appears that the Coil Markers, Crop Shearman, and remaining Assistant Strip Finisher now provide essentially the same roll-changing force as was available in the past. The roll-changing duties of the remaining Assistant Strip Finisher at 5, 6, and 7 Stands have not been changed. In any event, having established a substantial change in underlying conditions affecting work of the crew and a reasonable causal connection between that change and elimination of one employee from the crew, it is not necessary that a precise, mathematical relationship be shown under 2-B-4 between the changed circumstances and the change in the crew.

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Thus, Management's action was justified under 2-B-4, and that conclusion is not undermined by the Union's nine points listed in Step 3, which were not pursued to any real extent at the hearing. At any rate, while many of those points might bear on other problems, they appear to have little significant relationship to the present issue under 2-B. 21

Accordingly, there is no basis on which the grievance could be sustained. 22

AWARD

The grievance is denied. 23

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


Clare B. McDermott
Assistant Chairman

Approved by the Board of Arbitration


Sylvester Garrett, Chairman