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United States Steel Corporation Homestead District Works and United Steelworkers of America Local Union 1397

Sylvester Garrett

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BOARD OF ARBITRATION

Case USS-4952-H

April 23, 1965

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
Homestead District Works

and

Grievance No. A-64-56

UNITED STEELWORKERS OF AMERICA
Local Union No. 1397

Subject: Work Assignment.

Statement of the Grievance: "We, the aggrieved employees of the Forge Maintenance Unit, respectfully request Management to discontinue assigning the Motor Inspectors and Helpers to perform work which has always been done by the Wiremen from the Electric Shop in the past."

This grievance was filed in the First Step of the grievance procedure March 23, 1964.

Contract Provisions Involved: Sections 9-D and 2-B of the April 6, 1962 Agreement.

Statement of the Award: The grievance is denied.

BACKGROUND

Case USS-4952-H

This grievance by some of the Motor Inspectors and Motor Inspector Helpers in the Maintenance Unit of the Forgings Division of Homestead District Works claims that they wrongly were assigned to replace resistance on a crane during the 4 p.m. to midnight turn of March 22, 1964.

1

The disputed work ran about 5 hours in all, and involved changing worn-out resistance for the bridge motor of No. 77 Crane in No. 1 Machine Shop. The old E.C. & M. type resistance (which included 3 banks) was replaced by a newer G.E. type including 4 banks. Both old and new were placed in the same spot, close by the control panel on the crane bridge, and were connected to the panel by five lead wires. No conduit was run. Since the new resistance did not fit on the base of the old, a new base was fabricated by a Welder. Both the old and new resistance were connected to the control panel by five lead wires making identical electrical connections (R-1 to R-1, R-2 to R-2, etc.). Installation of the new resistance on No. 77 Crane was the same as an installation made several years earlier on No. 76 Crane. A Group Leader of the Motor Inspectors, who performed the disputed assignment, went to the No. 76 Crane and drew a rough sketch which was used by grievants to make the disputed installation.

2

The Union asserts that the installation was a "new" one, and that "new" installations traditionally are done by Electrician-Wiremen at Homestead Works. The Company, of course, says this was merely a "replacement" of worn-out equipment. The Union also claims that this was a "complex" installation and should have been done by Electrician-Wiremen for this additional reason. The Company can see nothing "complex" about this relatively simple replacement. The Union also suggests that Motor Inspectors are not trained to read prints and that the disputed work requires skills which Motor Inspectors do not possess. It believes that past practice supports the assignment of this work to Wiremen, and notes that Wiremen installed the new type resistance on No. 76 Crane.

3

The Company stresses that the disputed assignment was quite simple, that it often had been performed by Motor Inspectors at Homestead, and that Motor Inspectors not only work with prints, but are trained to do so. If this were a "complex" type installation (as involving a change from dinky to magnetic controls on a crane) the Company agrees that the work properly would be performed by Wiremen. The same would seem to follow, under established practice at Homestead, if laying conduit had been required, or drawing wire through conduit. In contrast, the present kind of work has been performed both by Motor Inspectors and by Electrician-Wiremen at Homestead over the years. One witness estimated that there are around 10,000 different sets of resistance at Homestead. Changes from one type to another are not uncommon. The Company listed numerous instances where such changes had been made by Motor Inspectors, without any grievances having been filed.

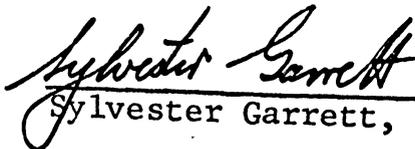
FINDINGS

The evidence leaves no doubt that at Homestead the disputed work can be, and has been, performed both by Motor Inspectors and by Wiremen at one time or another. There is no tangible basis in this record for a claim that such work is exclusively within the scope of the Electrician-Wireman job, under the principles established in Case USC-419. Neither Electrician-Wiremen nor Motor Inspectors can assert an exclusive claim to this work in any Department of Homestead Works as far as the evidence in this record reveals.

AWARD

The grievance is denied.

BOARD OF ARBITRATION


Sylvester Garrett, Chairman