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United States Steel Corporation Waukegan Works and United Steelworkers of America Local Union 1115

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BOARD OF ARBITRATION

Case No. A-1032

July 27, 1964

ARBITRATION AWARD

UNITED STATES STEEL CORPORATION
Waukegan Works

and

Grievance No. WK-1579

UNITED STEELWORKERS OF AMERICA
Local Union No. 1115

Subject: Job Classification

Statement of the Grievance: "I protest the proposed Job Classification for Arc Welder. I propose the following changes in factors 2, 3, 5, 8 and 11

	OLD		NEW
Factor 2 -	0.8	-	1.2
Factor 3 -	1.6	-	2.2
Factor 5 -	0.7	-	1.1
Factor 8 -	Base	-	0.4
Factor 11 -	0.4	-	0.8

This would make the Arc Welder Classification 10.4 instead of 7.3."

This grievance was filed in the First Step of the grievance procedure July 25, 1961.

Contract Provision Involved: Section 9 of the January 4, 1960 Agreement, and the January 1, 1953 Job Description and Classification Manual.

Statement of the Award:

The grievance is denied.

BACKGROUND

Case A-1032

At issue is the proper classification of the new job of Arc Welder PC-10-25 in the Stainless Steel Department of Waukegan Works.

In 1961, rods with 11/32" diameters or less were either flash welded or butt welded by a Rod Inspector, Job Class 7, to prepare larger bundles for annealing prior to drawing. These welds though satisfactory for diameters 11/32" and finer, were unacceptable on coarser rods. The Company therefore turned to electric arc welding for rod sizes larger than 11/32" to meet the current customer demand for heavier coil weights in coarse rods. The new job of Arc Welder was installed without Union approval on July 10, 1961.

The Union, first of all, requests that "Flash Welder" should be included under "Tools and Equipment" of the new job description, and that language should be included in the Working Procedure indicating that the job is using the Flash Welding equipment, because the incumbents of the Arc Welder job also, at times, filled the job of Rod Inspector.

The job classifications established by the Company and requested by the Union; and that of Waukegan Rod Inspector; Maintenance Arc Welder, Specimen 1106; and Coil Welder, Specimen 2105 are as follows:

<u>Factor</u>	<u>Company Proposal</u>	<u>Union Request</u>	<u>Arc Welder</u>	<u>Rod Inspector</u>	<u>Coil Welder</u>
1	.3	.3	1.0	.3	.3
* 2	.8	1.2	1.2	.4	.8
3	1.6	1.6	2.2	1.6	1.6
4	1.0	1.0	1.5	.5	1.0
* 5	B.4	D1.1	1.1	C.7	.3
6	B.2	B.2	.2	B.2	.2
* 7	-	1.0	1.0	1.0	1.0
* 8	-	.4	.4	-	.4
9	1.0	1.0	1.5	1.0	1.0
10	.8	.8	.8	.8	.8
11	.8	.8	.8	-	.8
12	.4	.4	.4	.4	.4
Total	<u>7.3</u>	<u>9.8</u>	<u>12.1</u>	<u>6.9</u>	<u>8.6</u>
Job Class	7	10	12	7	9

*Factors in dispute..

(The Union changed its position in the course of the grievance procedure.)

The work of the new job is described in its Working Procedure as follows:

"WORKING PROCEDURE:

Receives instructions from Foreman as to work to be performed.

Gets bundles from storage rack with hoist-moves to area near welder, untangles and locates ends, trims ends, and straightens ends when required.

Inspects bundle for general condition and surface for slivers.

Moves bundles with hoist to welding position.

Places and locks rod ends into welding jig.

Manually welds ends of rods together to make larger bundles using electric arc welding equipment with the same S.S. Grade Arc Rod as the material welded together.

Grinds weld joint and when necessary anneals weld joint.

Ties welded bundle with the wire into one large bundle.

Transports and loads, with hoist, the large bundles onto bundle rack.

Observe all safety rules.

Maintain a clean and orderly working area."

The work location of the job is in close proximity of the Rod Inspector's desk.

Rods are now delivered to the mill in heavier coil weights, and the job has not been filled since about the beginning of 1964. The equipment is retained on a standby basis should a customer specify an odd length. The arbitrator had an opportunity to inspect the work location.

FINDINGS

Job Description. The record shows that many different jobs in the Stainless Steel Department are filled for a few hours, or turns, at a time. The employee scheduled as Arc Welder also at times was assigned to the job of Rod Inspector. However, the record fails to disclose any functional connection between the two jobs which, against the background of the practices prevailing in the Department, would require their treatment as one job, or the inclusion of flash welding in the job description of Arc Welder. Therefore, in the discussion of the classification problem, no reference will be made to any duties or skills which are performed by an employee assigned as a Rod Inspector. 7

Factor 2. The Company assigned a classification of .8 to this factor; the Union requests 1.2. The Union supports its position by reference to a Waukegan job, Welder, PC-73-17, which is rated at 2.4 in this factor. Considering the differences between the two jobs, the Union feels that the Arc Welder job should be given at least half the credit, i.e., 1.2. In the opinion of the Board, the classification of .8, given Specimen 2105, is appropriate. 8

Factor 5. The Company assigned a classification of B .4 to this factor; the Union requests D 1.1. The Company and Union have agreed that the cost of materials would not exceed \$100. The dispute centers around the degree of attention required by the job. Although the Arc Welder must "weave" the weld free hand, and determine proper size without gauge, the B level of Specimen 2105 seems appropriate. The D level of Specimen 1106 is that given a maintenance job and therefore too high for the kind of repetitive work here involved, and the record provides no basis for the assignment of the intermediate C level. 9

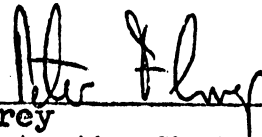
Factor 7. The Company assigned a classification of A Base; the Union requests 1.0. The Specimens are not appropriate for this factor. Specimen 1106 was rated at 1.0 because it is "occasionally required to perform emergency repair work for operating departments." Specimen 2105 has the same classification because it "directs operation of welding jigs where continuity of operations is required." The incumbent of the Arc Welder job had little responsibility beyond the use of his own time, and an ample bank of materials existed both before and after the welding operation. Therefore, a classification of A Base is appropriate. 10

Factor 8. The Company assigned a classification of A Base; the Union requests .4. The Specimens are of little help, since this classification is based on the actual location and operation of the job. The rating of A Base in this factor seems proper since the Arc Welder works in an area where others are seldom exposed to the hazards of the job, and the likelihood of injury to others is very remote.

AWARD

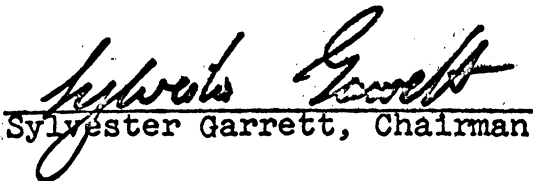
The grievance is denied.

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