

# REVIEW COMMITTEE

**PG and E**

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**IBEW**



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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

## REVIEW COMMITTEE DECISION

- ☒ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

Review Committee File No. 1448-78-15  
Fact Finding Committee No. 900-78-193  
Coast Valleys Division Grievance No. 18-200-78-50

**CASE CLOSED**  
**LOGGED AND FILED**

## Subject of the Grievance

The grievant, a Lineman, headquartered in Hollister, was ordered to take an upgrade to Line Subforeman on April 17, 18 and 19, 1978. The necessity for the forced upgrade was due to the fact that four Linemen at the Hollister headquarters declined to take the upgrade to Line Subforeman after being asked to do so in the order of their seniority.

The grievant was the Lineman with the least seniority and was subsequently ordered to take the upgrade. As a result of the order, the grievant complied with the request and subsequently filed a grievance.

## Facts of the Case

The problem developed on March 31, 1978, when the General Foreman asked the Lineman at the headquarters in order of their seniority and they all decided that they did not want to be upgraded to Subforeman and on April 10, 1978, they withdrew their prebids on file to Line Subforeman. The question of forced upgrades is not new, and the Review Committee recognizes that it is a sensitive issue. However, consistent with other cases, the Review Committee has developed a guideline to handle this type of problem. The general guideline agreed to by the Review Committee is as follows:

There will be occasions when operating conditions necessitate a forced upgrade recognizing, however, that it is disadvantageous to all parties to upgrade an employee against his wishes. Further, it should be the practice to avoid such situations by training employees who desire to be upgraded; although there will be occasions when the supervisor will have no choice but to force an upgrade and when the occasion arises, consideration should be given to seniority in its reverse order and qualifications.

## Decision

In view of the above, it is the decision of the Review Committee that the forced upgrade of the grievant on April 17, 18 and 19, 1978, was not in violation of the Physical Labor Agreement. This case is considered closed.

### FOR COMPANY:

FCBuchholz  
JBStoutamore  
D. J. Bergman

By

Date

*[Signature]*  
1/26/79

### FOR UNION:

G. W. Abrahamson  
W. H. Burr  
L. N. Foss

By

Date

*[Signature]*  
1/26/79