

**LOCAL 213 OF THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**UPGRADING REQUEST**

December 17, 1980  
(Revised February 7, 1989)

**A. Description of the Upgrading Requested**

This upgrading request is filed with the Steering Committee on behalf of members employed in the \_\_\_\_\_ classification under the collective agreement between the Union and \_\_\_\_\_, (the Employer). We, the undersigned members, are asking the Union to upgrade the rate of pay for our classification from \$\_\_\_\_\_ per hour to \$\_\_\_\_\_ per hour for the following reasons:

**B. Information to Applicants**

This application will be forwarded to the appropriate steering committee for evaluation and possible recommendations to the appropriate bargaining committee. Upgrading requests are subject to screening by both the steering committee and bargaining committee and the Union's ability to negotiate the requested upgrading is, of course, subject to negotiations with the Employer.

Upgrading requests will be evaluated using the following criteria:

- (1) One point will be awarded if the applicant can show that he or she is regularly called upon to perform duties or exercise responsibilities not covered by the existing job description.
- (2) One point will be awarded if the applicant can demonstrate his or her job requires technological skills which were not required when the job description was last negotiated or issued.
- (3) One point will be awarded if the applicant can demonstrate that his or her job has become more hazardous or if there has been increased exposure to undesirable conditions, (i.e. dangerous chemicals are now used, shift work is now required, etc.).
- (4) One point will be awarded if the Employer has increased the educational requirements for selection to the job.
- (5) One point will be awarded if the wage relationship between this job and a job outside the bargaining unit has been eroded.

- (6) One point will be awarded if the wage relationship between this job and the job inside has been eroded.
- (7) One point will be awarded if the job has changed to become equivalent to a higher paid job inside the bargaining unit.
- (8) One point will be awarded if there has been an increase in the number of subordinate classifications or employees.
- (9) One point will be awarded if there has been an increase, beyond that attributable to inflation or normal growth, in the dollar amount affected by decisions made by persons in the classification.
- (10) One point will be awarded if the importance of assigned responsibilities has changed, (e.g., the safety or numbers of people affected by decisions).
- (11) One point will be awarded if there is an increased demand for creativity.

All upgrading requests will be evaluated against the foregoing criteria using the information provided by the applicants in this request. Please, therefore, do your homework and provide as much information as you can. Use extra sheets of paper if you need to.

**C. Information to the Committee:**

(1) Details Concerning Added Duties or Responsibilities: \_\_\_\_\_  
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\_\_\_\_\_  
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\_\_\_\_\_  
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(2) Details Concerning Technological Change: \_\_\_\_\_  
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\_\_\_\_\_

(3) Details Concerning a Change in Working Conditions: \_\_\_\_\_

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(4) Details Concerning a Change in Educational Requirements: \_\_\_\_\_

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(5) Details Concerning External Wage Relationships: \_\_\_\_\_

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(6) Details Concerning Internal Wage Relationships: \_\_\_\_\_

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(7) Details Concerning Job Relationships: \_\_\_\_\_

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(8) Details Concerning Work Leadership: \_\_\_\_\_

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(9) Details Concerning Monetary Affect of Decisions: \_\_\_\_\_

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(10) Details Concerning Non-Monetary Affect of Decisions: \_\_\_\_\_

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(11) Details Concerning Creativity: \_\_\_\_\_

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(12) Supplementary Information: \_\_\_\_\_

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SIGNED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_.

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