

In the Matter of JAMESTOWN METAL EQUIPMENT CO., INC. and UNITED
ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, C. I. O.

Case No. 3-R-651.—Decided September 29, 1943

Mr. J. R. Rogerson, of Jamestown, N. Y., for the Company. .

Mr. Almond S. Clough, of Syracuse, N. Y., for the Union.

Mr. Louis Cokin, of counsel to the Board.

DECISION

AND

DIRECTION OF ELECTION

STATEMENT OF THE CASE

Upon petition duly filed by United Electrical, Radio & Machine Workers of America, C. I. O., herein called the Union, alleging that a question affecting commerce had arisen concerning the representation of employees of Jamestown Metal Equipment Co., Inc., Jamestown, New York, herein called the Company, the National Labor Relations Board provided for an appropriate hearing upon due notice before Francis V. Cole, Trial Examiner. Said hearing was held at Jamestown, New York, on September 10, 1943. The Company and the Union appeared at and participated in the hearing.¹ All parties were afforded full opportunity to be heard, to examine and cross-examine witnesses, and to introduce evidence bearing on the issues. The Trial Examiner's rulings made at the hearing are free from prejudicial error and are hereby affirmed. All parties were afforded opportunity to file briefs with the Board.

Upon the entire record in the case, the Board makes the following:

FINDINGS OF FACT

I. THE BUSINESS OF THE COMPANY

Jamestown Metal Equipment Co., Inc., is a New York corporation operating two plants at Jamestown, New York. We are here concerned solely with its Allen Street Extension plant where it is engaged

¹ Although International Association of Machinists, Lodge No. 1240, was served with notice of hearing, it did not appear.

in the manufacture of cooling radiators. During 1942 the Company purchased raw materials valued at about \$800,000, 90 percent of which was shipped to it from points outside the State of New York. During the same period the Company sold finished products valued at about \$4,000,000, approximately 90 percent of which was shipped to points outside the State of New York. The Company admits, for the purpose of this proceeding, that it is engaged in Commerce within the meaning of the National Labor Relations Act.

II. THE ORGANIZATION INVOLVED

United Electrical, Radio & Machine Workers of America is a labor organization affiliated with the Congress of Industrial Organizations, admitting to membership employees of the Company.

III. THE QUESTION CONCERNING REPRESENTATION

On July 30, 1943, the Union requested the Company to recognize it as the exclusive collective bargaining representative of the employees at the Allen Street Extension plant. The Company did not reply to this request.

A statement of a Field Examiner of the Board, introduced into evidence at the hearing, indicates that the Union represents a substantial number of employees in the unit hereinafter found to be appropriate.²

We find that a question affecting commerce has arisen concerning the representation of employees of the Company, within the meaning of Section 9 (c) and Section 2 (6) and (7) of the Act.

IV. THE APPROPRIATE UNIT

We find, in accordance with a stipulation of the parties, that all production and maintenance employees at the Allen Street Extension plant of the Company, excluding office and clerical employees, plant guards, nurses, executives, foremen, supervisors, and any other supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees, or effectively recommend such action, constitute a unit appropriate for the purposes of collective bargaining, within the meaning of Section 9 (b) of the Act.

V. THE DETERMINATION OF REPRESENTATIVES

We shall direct that the question concerning representation which has arisen be resolved by means of an election by secret ballot among the employees in the appropriate unit who were employed during the

² The Field Examiner reported that the Union presented 132 authorization cards bearing apparently genuine signatures of persons whose names appear on the Company's pay roll of August 8, 1943. There are 179 persons in the appropriate unit.

pay-roll period immediately preceding the date of the Direction of Election herein, subject to the limitations and additions set forth in the Direction.

DIRECTION OF ELECTION

By virtue of and pursuant to the power vested in the National Labor Relations Board by Section 9 (c) of the National Labor Relations Act, and pursuant to Article III, Section 9, of National Labor Relations Board Rules and Regulations—Series 2, as amended, it is hereby

DIRECTED that, as part of the investigation to ascertain representatives for the purposes of collective bargaining with Jamestown Metal Equipment Co., Inc., Jamestown, New York, an election by secret ballot shall be conducted as early as possible, but not later than thirty (30) days from the date of this Direction, under the direction and supervision of the Regional Director for the Third Region, acting in this matter as agent for the National Labor Relations Board and subject to Article III, Sections 10 and 11, of said Rules and Regulations, among the employees in the unit found appropriate in Section IV, above, who were employed during the pay-roll period immediately preceding the date of this Direction, including employees who did not work during said pay-roll period because they were ill or on vacation or temporarily laid off, and including employees in the armed forces of the United States who present themselves in person at the polls, but excluding any who have since quit or been discharged for cause, to determine whether or not they desire to be represented by United Electrical, Radio & Machine Workers of America, C. I. O., for the purposes of collective bargaining.

CHAIRMAN MILLIS took no part in the consideration of the above Decision and Direction of Election.