

In the Matter of THE BALL AND ROLLER BEARING COMPANY and
UNITED STEELWORKERS OF AMERICA, C. I. O.

Case No. 2-R-4168.—Decided October 4, 1943

Mr. J. Gordon Bennett, of Danbury, Conn., and *Mr. J. S. Whiteside, Jr.*, of New Haven, Conn., for the Company.

Mr. Edward J. Hilland, of New Haven, Conn., for the Union.

Mr. Louis Colkin, of counsel to the Board.

DECISION
AND
DIRECTION OF ELECTION

STATEMENT OF THE CASE

Upon petition duly filed by United Steelworkers of America, C. I. O., herein called the Union, alleging that a question affecting commerce had arisen concerning the representation of employees of The Ball and Roller Bearing Company, Danbury, Connecticut, herein called the Company, the National Labor Relations Board provided for an appropriate hearing upon due notice before John J. Cuneo, Trial Examiner. Said hearing was held at Danbury, Connecticut, on September 9, 1943. The Company and the Union appeared, participated, and 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

The Ball and Roller Bearing Company is a Connecticut corporation with its principal place of business at Danbury, Connecticut, where it is engaged in the manufacture of ball bearings and roller bearings. During the 12-month period ending August 13, 1943, the Company purchased raw materials valued in excess of \$100,000, approximately

50 percent of which was shipped to it from points outside the State of Connecticut. During the same period the Company sold products valued in excess of \$500,000, about 50 percent of which was shipped to points outside the State of Connecticut. The Company admits that it is engaged in commerce within the meaning of the National Labor Relations Act.

II. THE ORGANIZATION INVOLVED

United Steelworkers 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

The Company refuses to recognize the Union as the exclusive collective bargaining representative of its employees until such time as the Union is certified by the Board.

A statement of the Trial Examiner, read into evidence at the hearing, indicates that the Union represents a substantial number of employees in the unit hereinafter found to be appropriate.¹

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 agreement with the parties, that all production and maintenance employees of the Company, including inspectors, watchmen, and shipping and receiving employees, but excluding office and clerical employees, uniformed guards, executives, assistant foremen, foremen, 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 find that the question concerning representation which has arisen can best be resolved by means of an election by secret ballot. The Union urges that the pay roll of September 8, 1943, be used to determine eligibility to vote. Inasmuch as no reason appears as to why we should depart from our usual practice, we direct that those eligible

¹ The Trial Examiner reported that the Union presented 42 membership application cards bearing apparently genuine signatures of persons whose names appear on the Company's pay roll of July 29, 1943. There are approximately 66 employees in the appropriate unit.

to vote shall be the employees in the appropriate unit who were employed during the 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 The Ball and Roller Bearing Company, Danbury, Connecticut, 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 Second 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 Steelworkers 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.