

In the Matter of POLAR WARE COMPANY and UNITED FARM EQUIPMENT  
AND METAL WORKERS OF AMERICA, LOCAL NO. 166, C. I. O.

Case No. 13-R-2059.—Decided November 23, 1943

*Mr. George Currie*, of Sheboygan, Wis., for the Company.  
*Meyers & Meyers*, by *Mr. H. E. Baker*, of Chicago, Ill., for the C. I. O.  
*Mr. Norman Kleist*, of Sheboygan, Wis., for the A. F. of L.  
*Mr. Louis Cokin*, of counsel to the Board.

DECISION  
AND  
DIRECTION OF ELECTION

STATEMENT OF THE CASE

Upon petition duly filed by United Farm Equipment and Metal Workers of America, Local No. 166, C. I. O., herein called the C. I. O., alleging that a question affecting commerce had arisen concerning the representation of employees of Polar Ware Company, Sheboygan, Wisconsin, herein called the Company, the National Labor Relations Board provided for an appropriate hearing upon due notice before Robert Ackerberg, Trial Examiner. Said hearing was held at Sheboygan, Wisconsin, on November 4, 1943. At the commencement of the hearing, the Trial Examiner granted a motion of Fabricated Metal & Enamelware Workers, A. F. of L., herein called the A. F. of L., to intervene. The Company, the C. I. O., and the A. F. of L. appeared at and participated in the hearing, and 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 full 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

Polar Ware Company is a Wisconsin corporation with its principal place of business at Sheboygan, Wisconsin, where it is engaged in  
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the sale, distribution, and manufacture of enamelware and stainless steel utensils. During the 6-month period ending September 30, 1943, the Company purchased raw materials valued at about \$191,948, over 60 percent of which was shipped to it from points outside the State of Wisconsin. During the same period the Company manufactured products valued in excess of \$600,000, over 80 percent of which was shipped to points outside the State of Wisconsin. The Company admits, with respect to its Sheboygan plant, that it is engaged in commerce within the meaning of the National Labor Relations Act.

#### II. THE ORGANIZATIONS INVOLVED

United Farm Equipment and Metal Workers of America, Local No. 166, is a labor organization affiliated with the Congress of Industrial Organizations, admitting to membership employees of the Company.

Fabricated Metal & Enamelware Workers is a labor organization affiliated with the American Federation of Labor, admitting to membership employees of the Company.

#### III. THE QUESTION CONCERNING REPRESENTATION

On September 17, 1943, the C. I. O. requested the Company to recognize it as the exclusive collective bargaining representative of the Company's employees. The Company refused this request.

A statement of the Regional Director, introduced into evidence at the hearing, indicates that the C. I. O. represents a substantial number of employees in the unit hereinafter found to be appropriate.<sup>1</sup>

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 substantial agreement with a stipulation of the parties, that all production and maintenance employees at the Sheboygan plant of the Company, including factory typists, but excluding office clerical employees, watchmen, foremen, assistant 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.

<sup>1</sup> The Regional Director reported that the C. I. O. presented 117 application membership cards bearing apparently genuine signatures of persons whose names appear on the September 25, 1943, pay roll of the Company. There are approximately 215 employees in the appropriate unit. He further reported that the A. F. of L. presented 33 cards bearing apparently genuine signatures of persons whose names appear on the September 25, 1943, pay roll.

## 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 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 Polar Ware Company, Sheboygan, Wisconsin, 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 Thirteenth 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 and have not been rehired or reinstated prior to the date of the election, to determine whether they desire to be represented by United Farm Equipment and Metal Workers of America, Local No. 166, C. I. O., or by Fabricated Metal & Enamelware Workers, A. F. of L., for the purposes of collective bargaining, or by neither.