

In the Matter of SKF INDUSTRIES, INC. and INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNIONS NO. 98 AND 380 A. F. L.

In the Matter of SKF INDUSTRIES, INC. and INTERNATIONAL ASSOCIATION OF MACHINISTS DISTRICT LODGE NO. 1

In the Matter of SKF INDUSTRIES, INC. and UNITED STEELWORKERS OF AMERICA

In the Matter of SKF INDUSTRIES, INC. and UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA

Cases Nos. 4-R-1141, 4-R-1171, 4-R-1192 and 4-R-1209 respectively

## SUPPLEMENTAL DECISION

AND

## CERTIFICATION OF REPRESENTATIVES

*Decided December 24, 1943*

On December 9, 1943, pursuant to the Decision and Direction of Elections issued by the Board herein on November 13, 1943,<sup>1</sup> elections by secret ballot were conducted under the direction and supervision of the Regional Director for the Fourth Region (Philadelphia, Pennsylvania). Upon the conclusion of the elections Tallies of Ballots were furnished the parties in accordance with the Rules and Regulations of the Board. No objections were filed by any of the parties within the time provided therefor.

The tallies show that (1) of the eligible voters in the production and maintenance group in plants 1, 2, and 3, 99.7 percent cast valid votes, of which 53 percent were for SKF Employees' Association, 45 percent for United Steelworkers of America, 2 percent for neither; (2) of the approximately 33 eligible voters in the electrical maintenance group in plants 1, 2, and 3, 32 cast valid votes, of which 18 were for SKF Employees' Association, 1 for International Brotherhood of Electrical Workers, Local Union No. 98, A. F. L., 13 for United Steelworkers of America, and none against any of the participating unions; (3) of the eligible voters in the production and maintenance group in plant 4, 80.81 percent cast valid votes, of which 39.93 were for SKF Employees' Association, 50.87 percent for United Electrical, Radio & Machine Workers of America, 8.72 percent for neither, and (4) of the

<sup>1</sup> 53 N. L. R. B. 608.

54 N. L. R. B., No. 13.

approximately 12 eligible voters in the electrical maintenance group in plant 4, 11 cast valid votes, of which 2 were for SKF Employees' Association, 9 for International Brotherhood of Electrical Workers, Local Union No. 380, A. F. L., and none for United Electrical Radio & Machine Workers of America. Since the challenged ballots cast in groups (1), (3), and (4) cannot affect the results of the elections, we find it unnecessary to make any determination with respect to them.

In the Decision and Direction of Elections previously referred to, the Board made no final determination of the appropriate unit or units, but stated that such determination would depend in part upon the results of the elections among the employees in the voting groups.

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

#### SUPPLEMENTAL FINDINGS OF FACT

We find that all production and maintenance employees paid on an hourly and piece-work basis in plants 1, 2, and 3, of SKF Industries, Inc., Philadelphia, Pennsylvania, including laboratory employees, electrical maintenance employees, part-time employees paid on an hourly basis who would be hourly paid were they on full time, and set-up men, but excluding guards, office clerical employees, and all 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.

We find that all production and maintenance employees paid on an hourly and piece-work basis in plant 4, of SKF Industries, Inc., Philadelphia, Pennsylvania, including laboratory employees, part-time employees paid on an hourly basis who would be hourly paid were they on full time, and set-up men, but excluding guards, office clerical employees, electrical maintenance employees, and all 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.

We find that all electrical maintenance employees in plant 4, of SKF Industries, Inc., Philadelphia, Pennsylvania, excluding all 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.

#### CERTIFICATION OF REPRESENTATIVES

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, Sections 9 and 10, of National Labor Relations Board Rules and Regulations—Series 3,

IT IS HEREBY CERTIFIED that SKF Employees' Association has been designated and selected by a majority of all production and maintenance employees paid on an hourly and piece-work basis in plants 1, 2, and 3, of SKF Industries, Inc., Philadelphia, Pennsylvania, including laboratory employees, electrical maintenance employees, part-time employees paid on an hourly basis who would be hourly paid were they on full time, and set-up men, but excluding guards, office clerical employees, and all supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively recommend such action, as their representative for the purposes of collective bargaining, and that, pursuant to Section 9 (a) of the Act, the said organization is the exclusive representative of all such employees for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment; and

IT IS HEREBY CERTIFIED that United Electrical, Radio & Machine Workers of America has been designated and selected by a majority of all production and maintenance employees paid on an hourly and piece-work basis in plant 4, of SKF Industries, Inc., Philadelphia, Pennsylvania, including laboratory employees, part-time employees paid on an hourly basis who would be hourly paid were they on full time, and set-up men, but excluding guards, office and clerical employees, electrical maintenance employees, and all supervisory employees, with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively recommend such action, as their representative for the purposes of collective bargaining, and that, pursuant to Section 9 (a) of the Act, the said organization is the exclusive representative of all such employees for the purposes of collective bargaining with respect to rates of pay, wages, hour of employment, and other conditions of employment; and

IT IS HEREBY CERTIFIED that International Brotherhood of Electrical Workers, Local Union No. 380, A. F. L., has been designated and selected by a majority of all electrical maintenance employees in plant 4, of SKF Industries, Inc., Philadelphia, Pennsylvania, excluding all supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively recommend such action, as their representative for the purposes of collective bargaining, and that, pursuant to Section 9 (a) of the Act, the said organization is the exclusive representative of all such employees for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.