

In the Matter of REMINGTON ARMS COMPANY, INC. and LOCAL No. 92,
INTERNATIONAL ASSOCIATION OF MACHINISTS, AFFILIATED WITH THE
AMERICAN FEDERATION OF LABOR

In the Matter of REMINGTON ARMS COMPANY, INC. and UNITED
BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA, DISTRICT
COUNCIL OF KANSAS CITY & VICINITY, AFFILIATED WITH THE AMERICAN
FEDERATION OF LABOR

In the Matter of REMINGTON ARMS COMPANY, INC. (LAKE CITY
ORDNANCE PLANT) and LAKE CITY MUNITIONS WORKERS

Cases Nos. 17-R-525 (R-5246), 17-R-672 and 17-R-721 respectively.
Decided January 5, 1944

Mr. H. O. Blumenthal, of Bridgeport, Conn., and *Mr. Theodore C. Menzek*, of Independence, Mo., for the Company.

Messrs. Mossman, Rogers, Bell & Conrad, by *Mr. John A. McQuire*, of Kansas City, Mo., and *Mr. R. M. Flanagan*, of Kansas City, Mo., for the Munitions Workers.

Mr. John J. Manning, of Kansas City, Mo., for the Metal Workers, Laborers, Teamsters, Plumbers and Carpenters.

Mr. J. G. Campbell, of Kansas City, Mo., for the I. A. M.

Mr. W. H. Thompson, of Kansas City, Mo., for the Firemen.

Mr. David V. Easton, of counsel to the Board.

DECISION
AND
DIRECTION OF ELECTIONS

STATEMENT OF THE CASE

On May 27, 1943, the National Labor Relations Board, herein called the Board, issued a Decision and Direction of Election in Case No. 17-R-525.¹ Before the election directed therein could be held, Local 92, International Association of Machinists, affiliated with the American Federation of Labor, herein called the I. A. M., together with Lake City Munitions Workers, herein called Munitions Workers, and the Remington Arms Company, Inc., Independence, Missouri, herein

¹ 49 N. L. R. B. 1189.

54 N. L. R. B., No. 44.

called the Company, filed a joint motion with the Board on June 19, 1943, seeking clarification of the unit set forth in the above-mentioned decision.² Pursuant to an order of the Board dated July 8, 1943, directing the reopening of the record in Case No. 17-R-525 and referring said proceeding to the Regional Director for the purpose of conducting a further hearing upon the issues requested in the joint motion,³ a further hearing was held at Kansas City, Missouri, upon due notice before Eugene R. Melson, Trial Examiner, on July 22 and August 31, 1943. The Company, the I. A. M. and the Munitions Workers 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 an opportunity to file briefs with the Board.

Thereafter, United Brotherhood of Carpenters & Joiners of America, District Council of Kansas City and Vicinity, affiliated with the American Federation of Labor, herein called the Carpenters, filed a petition alleging that a question affecting commerce had arisen concerning the representation of employees of the Company herein.⁴ The board provided for an appropriate hearing upon due notice before Eugene R. Melson, Trial Examiner, said hearing being held at Kansas City, Missouri, on September 1, 1943. The Company, the Carpenters, and the Munitions Workers 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 to the proceeding were afforded an opportunity to file briefs with the Board.

¹Subsequently, upon a petition duly filed by the Munitions Workers alleging that a question affecting commerce had arisen concerning the representation of employees of the Company herein,⁵ the Board provided for an appropriate hearing upon due notice before Clarence D. Musser, Trial Examiner. Said hearing was held at Kansas City, Missouri, on November 12, 13, and 15, 1943. The Company, the Munitions Workers, the I. A. M., the Carpenters, International Association of Sheet Metal Workers, Local No. 2, herein called the Metal Workers, Construction General Laborers Local No. 264, herein called the Laborers, Building Material, Excavating, Heavy Haulers, Drivers, Helpers, and Warehousemen, Local No. 541, International Brother-

²The I. A. M., the Munitions Workers, and the Company comprise the parties appearing in Case No. 17-R-525.

³The motion requested clarification of descriptions of the unit contained in the aforementioned Decision and Direction of Election with respect to certain classifications of employees engaged in buildings 8, 10, and 35 of the Company.

⁴Case No. 17-R-672.

⁵Case No. 17-R-721.

hood of Teamsters, Warehousemen and Helpers of America, herein called the Teamsters, United Association of Journeymen Plumbers and Steamfitters, Local No. 533, herein called the Plumbers, and International Brotherhood of Firemen, Oilers, and Maintenance Men, Local No. 1, herein called the Firemen, each of which is affiliated with the American Federation of Labor, appeared, participated, and were afforded full opportunity to be heard, to examine and cross-examine witnesses, and to introduce evidence bearing on the issues. At the hearing, the Munitions Workers moved to dismiss all intervening petitions, and each of the intervening organizations filed cross motions to dismiss the petition of the Munitions Workers. The motion and cross motions were referred by the Trial Examiner to the Board. For reasons hereinafter stated, the cross motions of the intervening organizations are hereby denied; and the motion of the Munitions Workers, insofar as it relates to the placing of the Laborers and the Metal Workers on the ballot in the elections hereinafter directed, is granted; in all other respects, said motion is denied. The Trial Examiner's rulings made at the hearing are free from prejudicial error and are hereby affirmed. All parties were afforded an opportunity to file briefs with the Board.

The Board, deeming it advisable to reconsider the unit previously found in Case No. 17-R-525 and to consolidate Cases No. 17-R-525, 17-R-672, and 17-R-721, hereby vacates the Decision and Direction of Election issued in Case No. 17-R-525, reinstates the petition therein, and consolidates said petition with those in Cases No. 17-R-672 and 17-R-721. Upon the entire records in the consolidated cases, the Board makes the following:

FINDINGS OF FACTS

I. THE BUSINESS OF THE COMPANY

Remington Arms Company, Inc., is a Delaware corporation engaged in the manufacture of firearms and the manufacture and loading of shells. The Company operates plants in several parts of the United States, including the Lake City Ordnance Plant at Independence, Missouri, which is the plant involved herein. All of the plants are owned by the United States Government. Over 80 percent of the raw materials used at the Lake City Ordnance Plant is transported from points outside the State of Missouri; all the products of the plant are distributed into and through States other than the State of Missouri. We find that the Company is engaged in commerce within the meaning of the National Labor Relations Act.

II. THE ORGANIZATIONS INVOLVED

Lake City Munitions Workers is an unaffiliated labor organization admitting to membership employees of the Company.

Local 92, International Association of Machinists; United Brotherhood of Carpenters and Joiners of America, District Council of Kansas City and Vicinity; International Association of Sheet Metal Workers, Local Union No. 2; Building Material, Excavating, Heavy Haulers, Drivers, Helpers and Warehousemen, Local Union No. 541, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; Construction and General Laborers, Local Union No. 264; United Association of Journeymen Plumbers and Steamfitters, Local No. 533; and International Brotherhood of Firemen, Oilers, and Maintenance Men, Local No. 1, are labor organizations affiliated with the American Federation of Labor, admitting to membership employees of the Company.

III. THE QUESTION CONCERNING REPRESENTATION

On or about May 17, 1943, the Munitions Workers requested recognition from the Company as the exclusive bargaining representative of its employees. Similar requests for recognition had previously been made by both the I. A. M. and the Carpenters. The Company refused all such requests.

Statements of the Field Examiner, the Regional Director, and the Trial Examiners, indicate that the Munitions Workers, the I. A. M., the Carpenters, the Teamsters, the Plumbers, and the Firemen each represent a substantial number of employees in the units sought by each.⁶

We find that questions affecting commerce have 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; THE DETERMINATION OF REPRESENTATIVES

The Munitions Workers seeks a unit comprised of all employees of the Company engaged at the Lake City Ordnance plant, excluding

⁶The reports of the Regional Director, the Field Examiner, and the Trial Examiners show that each of the labor organizations involved herein, with the exception of the Laborers and Metal Workers, submitted a sufficient number of designations of persons whose names appear upon pay rolls of the Company in the unit each claims to be appropriate to warrant the holding of an election therein. As to the Metal Workers and the Laborers, however, the afore-mentioned reports show that (a) the Metal Workers submitted 3 valid designations signed by employees in the unit which it seeks, and that said unit is comprised of approximately 33 employees; and (b) the Laborers submitted 18 valid designations signed by employees in the unit which it seeks, and that said unit is comprised of approximately 522 employees. Accordingly, we find that the Laborers and the Metal Workers do not represent a sufficient number of employees in the unit which each claims to be appropriate to entitle them to elections therein.

patrolmen and supervisory employees; the Company concurs in the alleged appropriateness of the foregoing unit. Each of the craft organizations herein involved seeks, in substance, a unit coextensive with those employees of the Company who are engaged in work classifications falling within its jurisdiction. Their respective contentions are discussed below:

The unit proposed by the I. A. M.

The I. A. M. seeks a unit comprised of all machinists and their helpers in Buildings Nos. 1, 2, 3, 3A, 4, 8, 10, and 35. The Munitions Workers at first contended that the appropriate unit should consist of all employees engaged in the works engineering section and the tool and gauge division of the Company, but now contends, as does the Company, that a plant-wide unit is appropriate.

The Company presently employs approximately 14,000 persons at the Lake City Ordnance plant and utilizes a number of production buildings which are scattered over an area of approximately 1 square mile. The works engineering section includes not only the employees who maintain and repair the production machinery in Buildings Nos. 1, 2, 3, 3A, 4, and 35, but also general or outside maintenance employees. The former group includes machinists and their helpers, as well as other craft groups, such as carpenters, steamfitters, electricians, welders, millwrights, and others. The general or outside maintenance group consists largely of garage employees, locomotive engineers, section crews, common laborers, and road scraper and tractor drivers.⁷ Building No. 8 is the ballistics building wherein are employed gunsmiths and gunsmith helpers; dies are made in Building No. 10. Supervision of the works engineering section does not extend to either of these buildings, although it appears that some machinists are employed in both.

The unit sought by the I. A. M. is one which, we have often found to constitute a skilled and functionally cohesive group, traditionally represented by craft organizations for the purposes of collective bargaining. As such, particularly in the absence of any history of collective bargaining, it may properly form a separate craft unit. On the other hand, it is evident that the employees in this group may also form part of the broader plant-wide unit sought by the Munitions Workers. Accordingly, our determination of the unit issue with respect to these employees will depend, in part, upon their own desires to be expressed in the election hereinafter directed.

There remains for consideration the question of the specific composition of the I. A. M. voting group. The record discloses that the

⁷ As hereinafter noted, the Teamsters seeks to represent certain of the outside maintenance employees in a separate unit.

parties are in agreement, and we find, that the following classifications should be included within the Machinists group:

All employees of the Company engaged as experimental mechanics wherever situated; tool, die, and gauge makers, and machinists in Building No. 35; tool and gauge makers, machinists A and B, automatic screw machine set-up men A and B, hand screw machine set-up men A and B, lathe operators A, milling machine operators A, general tool set-up men A, master gauge inspectors, and gauge inspectors in Building No. 10; and those employees classified by the Company as crafts helpers who are regularly assigned to assist the foregoing classifications.

The parties further agreed, and we find, that the following classifications should be excluded:

Chrome plating leaders, plating operators, motorcyclists, oilers, and helpers in Building 10.

The record indicates that certain employees engaged in Building 8 classified by the Company as gunsmiths and gunsmith helpers perform machinist work. Accordingly, we shall include them within the machinists' group.

Disagreement exists, however, with respect to the following classifications of employees engaged in Building No. 10:

Machinists C-1, C-2, D-1, and D-2: As hereinabove indicated, no dispute exists with respect to machinists in the A and B classifications; however, the I. A. M. seeks to exclude all other employees in Building No. 10 classified by the Company as machinists. The record indicates that machinists in the C and D classifications are for the most part women who have had little or no previous experience; that, as their usefulness to the Company develops, these employees are promoted from classification D-2 to C-1; and that the work performed by machinists D-1 and D-2 is substantially different from that performed by the higher grades of machinists, and requires a minimum of skill. Accordingly, we are of the opinion that machinists D-1 and D-2 do not possess sufficient mechanical ability to warrant their inclusion within a machinist group; however, according to the evidence before us, Machinists C-1 and C-2 appear to have progressed sufficiently in the development of their mechanical skills to warrant their inclusion therein. We shall, therefore, include machinists C-1 and C-2 within the machinist group, but shall exclude machinists D-1 and D-2 therefrom.

Blacksmiths A and B: Both the I. A. M. and the Company agree, and the record indicates, that these employees perform work in no wise similar to that performed by machinists. Accordingly, we shall exclude them from the machinist group.

Tool and Die Grinders: These employees perform highly repetitive grinding operations and are not required to possess the more varied skill of machinists. Under these circumstances, we shall exclude them from the machinist group.

Automatic and Hand Screw Machine Operators: These two classifications of employees operate machines which have previously been set-up for them by set-up men, and they are not required to possess any knowledge other than that necessary to operate the machine to which they are assigned. Under these circumstances, we are of the opinion that these employees do not possess sufficient skill to warrant being placed within a machinist group. We shall, therefore, exclude them.

Lathe Operators B, Milling Machine Operators B, and General Tool and Set-Up Men B: As hereinabove noted, the I. A. M. agrees that lathe operators A are properly included within the machinist group; it contends, however, that lathe operators B are not sufficiently skilled to warrant their inclusion therein. Although there is a difference in both skill and pay between lathe operators A and lathe operators B, all lathe operators have a general knowledge of the machine upon which they work, and the various operations which may be performed thereon. Furthermore, the skill required of lathe operators B compares favorably with that required of craft helpers regularly assigned to machinists, and who the I. A. M. agrees should be included within the machinist group. A similar situation exists with respect to employees engaged as milling machine operators B and tool set-up men B. Accordingly, we shall include all three classifications within the machinist group.

Lappers and Polishers A and B: The I. A. M. desires the exclusion of these employees from the machinist group on the ground that the work performed by them is not sufficiently skilled to warrant their inclusion therein. The record indicates that the duties of lappers and polishers are of a repetitive nature, requiring no previous experience or knowledge other than that pertaining to lapping and polishing operations and that the necessary skill for such operations can be acquired within a single day. We shall exclude these employees from the machinist group.

Tool Hardeners, Tool Order Clerks, Tool Crib Clerks, Tool Crib Attendants, Tool Hardener Students, Department Clerks, Laborers, and Hand Truckers: The record indicates that none of these employees perform the work of machinists. Under these circumstances, we shall exclude them from the machinist group.

Tool Straighteners and Tool Markers: Persons in these classifications are employees possessing insufficient skill to warrant their

inclusion within a machinist group. We shall, therefore, exclude them.

Tool and Gauge Inspectors and Tool Inspectors: These employees, performing routine inspection work, are not required to possess great skill or prior experience, and do not perform any machine work. In accordance with the contentions of both the Company and the I. A. M., we shall exclude them from the machinist group.

Operators in Training A and B: These classifications comprise employees who are being trained and whose abilities in any particular line have not as yet been fully ascertaining by the Company. After the completion of their training period, they receive permanent classifications as some type of maintenance worker. We are of the opinion that, during their training period, these employees do not possess sufficient skill to warrant their inclusion within the machinist group, and we shall, therefore, exclude them.

The unit proposed by the Carpenters

The Company, the Carpenters, and the Munitions Workers agree that, in the event a unit of carpenters and related employees is found appropriate, it should be comprised of all employees of the Company classified as carpenters, millwrights, and craft helpers regularly assigned to assist the foregoing classifications. These employees constitute a distinct and homogeneous group, differing in skill and qualifications from other production and maintenance employees. They are segregated from the remaining maintenance workers, and are under the supervision of their own group leaders. In view of the foregoing circumstances, we are of the opinion that carpenters and millwrights, together with craft helpers regularly assigned to assist them, may properly form a separate unit for the purposes of collective bargaining; on the other hand, the record indicates that the work of these employees is integrated with the general maintenance operations of the plant, and that their interests are closely aligned with those of the other maintenance workers, thus indicating the feasibility of their inclusion within a plant-wide unit. We shall, therefore, base our determination of the unit issue with respect to this group, in part, upon the desires of the employees therein as expressed in the election hereinafter directed.

The Carpenters would include within the group which they desire to represent carpenter foremen and group leaders who possess the qualifications of journeymen carpenters. However, it is clear that foremen and, as hereinafter stated, group leaders, possess a supervisory status within our customary definition. We shall, therefore, exclude them.

The unit proposed by the Teamsters

The Teamsters seeks a unit comprised of all non-supervisory employees in the Company's transportation department classified as truck drivers, heavy equipment drivers, mechanics, service station employees, and tiremen. Upon the basis of the record, the group which the Teamsters seeks appears to consist of all truck drivers and chauffeurs in the service department; truck drivers, tractor drivers, car washers, and car greasers in the general plant department; automobile mechanics A, B, and C in the general maintenance department; truck drivers, chauffeurs, and motor truckers in the explosives department; and truck drivers assigned to the salvage and stores department; excluding firemen, nurses, welfare employees, craft employees driving automotive vehicles classified other than as drivers, truckers or chauffeurs; and all supervisory employees. Similar groups, including mechanics and other employees engaged in servicing automotive equipment, have previously been found by us to constitute an appropriate unit for the purposes of collective bargaining.⁸ Conversely, it is apparent that because of their close functional relationship to other employees of the Company, they may properly form part of a larger plant-wide unit.⁹ Accordingly, our determination of the unit issue with respect to these employees will depend, in part, upon their own desires as expressed in the election hereinafter directed among them.

The unit proposed by the Firemen

The Firemen seeks a unit composed of power plant and water plant personnel, excluding all clerical and supervisory employees. These employees report to and work out of the power plant, and although they may be temporarily assigned to various other parts of the Lake City Ordnance plant, they are still classified as employees of the power plant. We have previously found that such employees constitute a cohesive group, who may comprise an appropriate unit separate from the remaining production and maintenance employees.¹⁰ On the other hand, we have also found that such employees might properly constitute part of a plant-wide industrial unit.¹¹ Accordingly, our determination of the unit issue with respect to these employees will depend, in part, upon their own desires as expressed in the election hereinafter directed.

⁸ *Matter of Blue Ribbon Lines*, 43 N. L. R. B. 381.

⁹ *Matter of Scovill Manufacturing Company*, 42 N. L. R. B. 892.

¹⁰ *Matter of Trojan Powder Co.*, 46 N. L. R. B. 403; *Matter of B. F. Sturtevant Co.*, 44 N. L. R. B. 722.

¹¹ *Matter of Nash Motors Parts Plant, Division of Nash-Kelvinator Corporation*, 46 N. L. R. B. 1093.

The Firemen desires the inclusion of power engineers within the group which it seeks to represent. However, the record indicates that these employees frequently take complete charge of the power plant in the absence of the power plant shift supervisor, and, on these occasions, may make effective recommendations with respect to the hiring and discharging of other power plant employees. Under these circumstances, we are of the opinion that they fall within our customary supervisory definition, and we shall, therefore, exclude them from the voting group.

The unit proposed by the Plumbers

The Plumbers seeks a unit comprised of pipe fitters A, B, and C, their assigned craft helpers, and their assigned crews of welders. The record indicates that the Company employs approximately 124 persons engaged as pipe fitters A, B, and C, craft helpers A, B, and C, welders A and B, and junior welders who appear to fall within this unit; these employees perform the sanitation work normally done by plumbers, as well as pipe fitting work on steam pipes, steam mains, and steam valves. Employees engaged in classifications similar to those in the foregoing group have previously been found by us properly to constitute either a separate craft group or part of a broader plant-wide unit.²² Accordingly, our determination of the unit issue with respect to these employees will be based, in part, upon the desires of the employees themselves to be expressed in the election hereinafter directed.

The residual production and maintenance group

As hereinbefore indicated, the Munitions Workers seeks a unit comprised of all employees of the Company with the exception of supervisors and patrolmen. It offered no further clarification of this general unit which would apparently include salaried employees, administrative employees, office employees, and timekeepers, classifications which we have generally excluded from an industrial unit. In keeping with our general policy, we shall exclude all of the foregoing classifications from the residual group.

Many of the organizations herein involved seek to include within their respective groups persons classified by the Company as leaders or group leaders. The record indicates that these employees instruct others in the use of their tools and equipment and may make recommendations which will affect their status. In view of these circumstances, it is apparent that they fall within our customary definition of a supervisor, and we shall, therefore, exclude all leaders and group

²² *Matter of Sherwin-Williams Defense Corporation*, 46 N. L. R. B. 325.

leaders from participating in the elections conducted pursuant to this Decision and Direction of Elections.

As hereinabove indicated, we shall make no final determination with respect to the appropriate unit or units, pending the outcome of the elections hereinafter directed. We shall direct that separate elections by secret ballot be held among the employees in each of the voting groups below set forth, who were employed during the payroll period immediately preceding the date of the Direction of Elections herein, excluding all supervisory employees (including leaders and group leaders) with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees, or effectively recommend such action, subject to the limitations and additions set forth in the Direction:

(1) All employees of the Company engaged as machinists, including experimental mechanics wherever assigned; gunsmiths and gunsmith helpers in Building 8; tool, die, and gauge makers, and machinists in Building 35; tool and gauge makers, machinists above the Grade D, automatic and hand screw machine set-up men A and B, lathe operators A and B, milling machine operators A and B, general tool set-up men A and B, master gauge inspectors, gauge inspectors in Building 10; and craft helpers regularly assigned to assist the foregoing classifications, but excluding machinists D-1 and D-2, blacksmiths A and B, automatic and hand screw machine operators, lappers and polishers A and B, tool hardeners, tool and gauge inspectors, tool inspectors, chrome plate leaders, plating operators, tool order clerks, tool crib clerks, tool crib attendants, tool hardener students, department clerks, laborers, hand truckers, operators in training A and B, motorcyclists, oilers, tool straighteners, tool markers, electricians B in Building No. 10; and auto mechanics, to determine whether they desire to be represented by the I. A. M., the Munitions Workers, or by neither.

(2) All employees of the Company classified as carpenters, millwrights, and craft helpers regularly assigned to assist the foregoing classifications, to determine whether they desire to be represented by the Carpenters, the Munitions Workers, or by neither.

(3) All employees of the Company classified as truck drivers, chauffeurs, motor truckers, tractor drivers, wherever assigned (including those assigned to the stores, salvage, and explosives departments), car washers, car greasers, and automobile mechanics, excluding firemen, nurses, welfare employees, craft employees driving automotive vehicles but classified other than as drivers, truckers, or chauffeurs, to determine whether they desire to be represented by the Teamsters, the Munitions Workers, or by neither.

(4) All employees of the Company classified as shift engineers, engineer helpers A and B, bench mechanics, and pump men, and who

are regularly assigned to and work out of the power house and water plant, excluding clerical employees and power engineers, to determine whether they desire to be represented by the Firemen, the Munitions Workers, or by neither.

(5) All employees of the Company classified as pipe fitters A, B, and C, craft helpers A, B, and C regularly assigned to assist pipe fitters, welders A and B, and junior welders, to determine whether they desire to be represented by the Plumbers, the Munitions Workers, or neither, and

(6) All remaining hourly paid production and maintenance employees of the Company, excluding patrolmen, salaried employees, administrative employees, office employees, and timekeepers, to determine whether or not they desire to be represented by the Munitions Workers.

Upon the results of the elections in the afore-mentioned groups will depend, in part, our determination of the appropriate unit, or units.

DIRECTION OF ELECTIONS

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 3, it is hereby

DIRECTED that, as part of the investigation to ascertain representatives for the purposes of collective bargaining with Remington Arms Company, Inc., Independence, Missouri (Lake City Ordnance Plant), elections by secret ballot shall be conducted as early as possible, but not later than thirty (30) days from the date of this Direction of Elections, under the direction and supervision of the Regional Director for the Seventeenth 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 groups of employees described below who were employed by the Company at its Lake City Ordnance Plant, during the pay-roll period immediately preceding the date of this Direction of Elections, 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 employees who have since quit or been discharged for cause, and have not been rehired or reinstated prior to the date of the elections, as well as all supervisory employees (including leaders and group leaders) with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees, or effectively recommend such action:

(1) All employees of the Company engaged as machinists, including experimental mechanics wherever assigned, craft helpers regularly assigned to assist machinists, gunsmiths and gunsmith helpers in Building No. 8, tool, die, and gauge makers, and machinists in Building No. 35, tool and gauge makers, machinists above the Grade D, automatic and hand screw machine set-up men A and B, lathe operators A and B, milling machine operators A and B, tool set-up men A and B, master gauge inspectors, gauge inspectors in Building No. 10, excluding machinists D-1 and D-2, blacksmiths A and B, automatic and hand screw machine operators, lappers and polishers A and B, tool hardeners, tool and gauge inspectors, chrome plate leaders, plating operators, tool inspectors, tool order clerks, tool crib clerks, tool crib attendants, tool hardener students, department clerks, laborers, hand truckers, operators in training A and B, motorcyclists, oilers, tool straighteners, tool markers, and electricians B in Building No. 10, to determine whether they desire to be represented by Local 92, International Association of Machinists, affiliated with the American Federation of Labor, or by Lake City Munitions Workers, for the purposes of collective bargaining, or by neither;

(2) All employees of the Company classified as carpenters, millwrights, and craft helpers regularly assigned to the foregoing classifications, to determine whether they desire to be represented by United Brotherhood of Carpenters and Joiners of America, District Council of Kansas City and Vicinity, affiliated with the American Federation of Labor, or by Lake City Munitions Workers, for the purposes of collective bargaining, or by neither;

(3) All employees of the Company classified as truck drivers, chauffeurs, motor truckers, tractor drivers, wherever assigned (including those assigned to the stores, salvage, and explosives departments), car washers, car greasers, and automobile mechanics, excluding firemen, nurses, welfare employees, craft employees driving automotive vehicles but classified other than as drivers, truckers, or chauffeurs, to determine whether they desire to be represented by Building Material, Excavating, Heavy Haulers, Drivers, Helpers and Warehousemen, Local Union 541, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, affiliated with the American Federation of Labor; or by Lake City Munitions Workers, for the purposes of collective bargaining, or by neither;

(4) All employees of the Company classified as shift engineers, engineer helpers A and B, bench mechanics and pumpmen, and who are regularly assigned to and work out of the power house and water plant, excluding clerical employees and power engineers, to determine whether they desire to be represented by International Brotherhood of Firemen, Oilers, and Maintenance Men, Local No. 1, affiliated

with the American Federation of Labor, or by Lake City Munitions Workers, for the purposes of collective bargaining, or by neither;

(5) All employees of the Company classified as pipe fitters A, B, and C, craft helpers A, B, and C, regularly assigned to assist pipe fitters, welders A and B, and junior welders, to determine whether they desire to be represented by United Association of Journeymen, Plumbers, and Steamfitters, Local No. 533, affiliated with the American Federation of Labor, or by Lake City Munitions Workers, for the purposes of collective bargaining, or by neither;

(6) All remaining hourly paid production and maintenance employees of the Company, excluding salaried employees, patrolmen, administrative employees, office employees, and timekeepers, to determine whether or not they desire to be represented by Lake City Munitions Workers, for the purposes of collective bargaining.

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