

In the Matter of CLEVELAND PNEUMATIC AEROL, INC. *and* METAL POLISHERS INTERNATIONAL UNION

In the Matter of CLEVELAND PNEUMATIC AEROL, INC. *and* INTERNATIONAL ASSOCIATION OF MACHINISTS, DISTRICT 54

In the Matter of CLEVELAND PNEUMATIC AEROL, INC. *and* UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, CIO

In the Matter of CLEVELAND PNEUMATIC AEROL, INC. *and* CUYAHOGA DISTRICT COUNCIL No. 6, AFL

In the Matter of CLEVELAND PNEUMATIC AEROL, INC. *and* INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL No. 38, AFL

In the Matter of CLEVELAND PNEUMATIC AEROL, INC. *and* HOD CARRIERS AND COMMON LABORERS LOCAL No. 310, AFL

In the Matter of CLEVELAND PNEUMATIC AEROL, INC. *and* PLUMBERS UNION LOCAL No. 55, AFL

*Cases Nos. 8-R-1329, 8-R-1374, 8-R-1376, 8-R-1397 through 8-R-1400.—Decided April 13, 1944*

*Mr. William O. Murdock*, for the Board.

*Messrs. Fred J. Perkins and John E. Renfer*, of Cleveland, Ohio, and *Mr. Edward J. Baxter*, of Euclid, Ohio; for the Company.

*Mr. Ray Kelsay*, of Cincinnati, Ohio, for the Metal Polishers.

*Messrs. A. P. Nobozny and Nick Charo*, of Cleveland, Ohio, for the I. A. M.

*David Scribner*, by *Mr. Frederick R. Livingston*, of New York City, and *Mr. Fred Haug*, of Cleveland, Ohio, for the U. E.

*Mr. Charles Leiby*, of Cleveland, Ohio, for the Carpenters.

*Messrs. L. G. Doering and Clayton R. Lee*, of Cleveland, Ohio, for the I. B. E. W.

*Mr. A. J. Lang*, of Cleveland, Ohio, for the Hod Carriers and the Plumbers:

*Messrs. William Bullock and George Piekiewicz*, of Cleveland, Ohio, for the M. E. S. A.

*Messrs. R. S. Horan, Gordon Reed, Lawrence Neeld*, of Cleveland, Ohio, for the Association.

*Mr. Bernard W. Stern*, of counsel to the Board.

55 N. L. R. B., No. 232.

DECISION  
AND  
DIRECTION OF ELECTIONS

STATEMENT OF THE CASE

Upon petitions duly filed by Metal Polishers International Union, herein called the Metal Polishers; by International Association of Machinists, District 54, herein called the I. A. M.; by United Electrical, Radio & Machine Workers of America, CIO, herein called the U. E.; by Cuyahoga District Council No. 6, AFL, herein called the Carpenters; by International Brotherhood of Electrical Workers, Local No. 38, A. F. L., herein called the I. B. E. W.; by Hod Carriers and Common Laborers Local No. 310, AFL, herein called the Hod Carriers, and by Plumbers Union Local No. 55, AFL, herein called the Plumbers, alleging that questions affecting commerce had arisen concerning the representation of employees of Cleveland Pneumatic Aerol, Inc., herein called the Company, the National Labor Relations Board provided for an appropriate consolidated hearing upon due notice before William E. Spencer, Trial Examiner. Said hearing was held at Cleveland, Ohio, on February 17, 1944. At the commencement of the hearing the Trial Examiner granted motions of the Mechanics Educational Society of America, herein called the M. E. S. A., and the United Social Club and Employees Association, herein called the Association, to intervene. The Board, the Company, all petitioning unions, and the intervenors, appeared and participated. All parties were afforded full opportunity to be heard, to examine and cross-examine witnesses, and to introduce evidence bearing on the issues. The Hod Carriers, at the hearing, moved to withdraw its petition. The Trial Examiner reserved ruling on this motion. The motion is hereby granted. 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

Cleveland Pneumatic Aerol, Inc., is an Ohio corporation with its principal place of business in Euclid, Ohio, where it is engaged in the manufacture of landing gears for airplanes used by the armed forces of the United States. The plant at Euclid is owned by the Federal

Government and operated by the Company. Principal raw materials used in manufacture are steel forgings, tubings, and castings. The annual value of these raw materials exceeds \$1,000,000, and at least 50 percent of such materials comes from outside the State of Ohio. The finished products manufactured by the Company exceed an annual value of \$1,000,000. Practically the entire amount of finished products is shipped to points outside the State. The Company employed, at the time of the hearing, approximately 2,500 hourly paid employees.

The Company admits that it is engaged in commerce within the meaning of the National Labor Relations Act.

## II. THE ORGANIZATIONS INVOLVED

Metal Polishers International Union; International Association of Machinists, District 54; Cuyahoga District Council No. 6; International Brotherhood of Electrical Workers, Local No. 38; and Plumbers Union Local No. 55 are labor organizations affiliated with the American Federation of Labor, admitting to membership employees of the Company.

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

Mechanics Educational Society of America is a labor organization admitting to membership employees of the Company.

United Social Club and Employees Association is a labor organization admitting to membership employees of the Company.

## III. THE QUESTIONS CONCERNING REPRESENTATION

The Metal Polishers, the U. E., and the I. A. M., at various times prior to the hearing, wrote letters to the Company requesting conferences for purposes of collective bargaining. The Company did not reply to any of these requests.

All parties stipulated, at the hearing, that all of the petitioning unions and the M. E. S. A. requested recognition by the Company of their various claims of representation and that the Company declined to recognize any of said labor organizations because of an existing contract between the Company and the Association.

A statement of the Regional Director, introduced in evidence at the hearing, indicates that the U. E., the I. A. M., and the M. E. S. A. together represent a substantial number of employees in the production and maintenance unit, and that the Metal Polishers, the Carpenters, the I. B. E. W., and the Plumbers, respectively, represent a

substantial number of employees in the craft units hereinafter found appropriate.<sup>1</sup>

The Company began operations in March 1943. On April 22, 1943, the Company agreed to recognize the Association as bargaining representative of its non-supervisory employees. Such recognition was based on a previously submitted certification by a firm of public accountants that the Association represented 94 of the 111 non-salaried employees working for the Company on April 13, 1943. On June 1, 1943, the Company entered into a written 1-year agreement covering all non-supervisory non-salaried factory employees with the Association. By December 31, 1943, the unit covered by the agreement had grown to 2,761 employees, and later dwindled slightly until, at the time of the hearing, it contained 2,512 employees. The Company states that some further slight reduction in force may occur in the near future.

The Association, during the course of the hearing, as evidence of its interest, submitted 1,447 authorization cards. The Board's attorney examined these cards and stated for the record that these cards bore what appeared to be genuine original signatures; that a "spot check" of 50 of the cards against the Company's pay roll of January 10, 1944, showed that 39 of these 50 bore names identical with names appearing on the pay roll; and that the cards were dated as follows: 381 in the

<sup>1</sup>The following tabulation sets forth the Regional Director's statement in regard to the authorization evidence submitted to him by the petitioners and the M. E. S. A.:

Union	Application cards submitted	Dated	Number in unit	Approximate percentage of unit represented by cards on 2/12/44 pay roll
				<i>Percent</i>
U. E. ....	963	65-1944 .....	2,761	25
		857-1943 .....		
		7-1942 .....		
		34-undated .....		
I. A. M. ....	240	38-1944 .....	2,761	5
		180-1943 .....		
		22-undated .....		
M. E. S. A. ....	131	72-1944 .....	2,761	4
		13-1943 .....		
		46-undated .....		
Metal Polishers .....	25	None-1944 .....	76	32
I. B. E. W. ....	18	2-1943 .....	22	90
		16-undated .....		
Carpenters .....	19	17-1944 .....	22	90
		2-undated .....		
Plumbers .....	5	1944 .....	9	55

first half of 1943, 938 in the second half of 1943, 104 between January 1 and February 16, 1944, and 24 undated.

The Company and the Association contend that the existing contract between them constitutes a bar to this proceeding. The petitioning unions contend, in effect, that the considerable expansion of the unit which has taken place since the Company's recognition of the Association necessitates a new determination of representatives at this time. We have held, in recent cases, that a contract, entered into when a small minority of the total anticipated personnel was employed, should not operate as a bar to a subsequent determination of representatives when more than a majority of such total anticipated personnel was employed.<sup>2</sup> The particular circumstances of the instant case, however, make it unnecessary for us to resolve the conflicting contentions of the parties on these grounds. The contract, by its terms, is to remain in full force and effect for a period of 1 year from its execution, and will soon expire, on May 31, 1944. We find therefore that the contract is not a bar to a determination of representatives within the next 30 days pursuant to our usual direction of election. However, any certification of representatives which we may issue as a result of the election shall be for the purpose of designating representatives to negotiate a new contract or contracts to succeed the contract now in effect.<sup>3</sup>

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 UNITS

Each of the A. F. L. Unions, with the exception of the I. A. M., seeks a unit composed of employees engaged in occupations bringing them within the jurisdiction of the respective petitioners. The I. A. M. seeks a unit composed of all production and maintenance employees not included in the units sought by the other A. F. L. Unions. The U. E., the M. E. S. A., and the Association, on the other hand, deny the appropriateness of the units sought by the A. F. L. Unions and desire a single industrial unit, comprising all production and maintenance employees, with minor differences as to the inclusion of certain groups, hereinafter discussed. The Company also contends that an industrial unit is appropriate.

All parties to this proceeding are agreed as to the exclusion of foremen, assistant foremen, plant-protection employees, salaried clerical

---

<sup>2</sup> See *Matter of Aluminum Company of America*, 51 N. L. R. B. 1295; *Matter of Aluminum Company of America, Mead Aluminum Plant*, 49 N. L. R. B. 1431.

<sup>3</sup> *Matter of Chrysler Motor Parts Corp.*, 38 N. L. R. B. 1379; *Matter of Houde Engineering Corp.*, 36 N. L. R. B. 587.

employees, and trainees at the Company's school located at 78th and Broadway (not including, however, trainees, apprentices, or helpers working in the plant proper). We see no reason to depart from the agreement of the parties with respect to the aforesaid categories of employees, and we shall, accordingly, exclude them from all units hereinafter found appropriate.

The Association, the M. E. S. A., and the Company would include leaders in a production unit. The U. E. and the Machinists would exclude them. Leaders, in production departments, are primarily set-up men, who set up machines for the operators, and do no production work themselves. In all departments, they instruct and check work done by other employees. Each leader usually has about 12 to 15 employees under him. On occasions, they assign work to men under them, although normally, assignments are made by foremen and assistant foremen. They are the highest hourly paid men in their departments enjoying a differential of from 10-20 cents over the next highest. They have no authority with regard to hiring, lay-offs, or granting of wage increases. They would, however, normally report incompetence or "attitude" to foremen or assistant foremen who then effect such disciplinary action as is deemed necessary. The Company's Director of Labor Relations stated that operators may be disciplined by discharge as the result of the recommendation of a leader.

We have held, in other cases, that employees performing functions similar to those described above, should be excluded from units of production and maintenance employees.<sup>4</sup> We are likewise of the opinion and find, that leaders in the instant case have power to effect changes in employees' status or effectively to recommend such action and we shall, therefore, exclude them from all bargaining units herein found appropriate.

#### *A. The Metal Polishers Unit*

The polishing and plating work of the Company is done in Departments 34 (Polishing and Blending) and 35, (Plating), respectively. A general foreman is in charge of both departments and under him there is a separate foreman for each of the departments. The Metal Polishers claims as an appropriate unit all polishers, buffers, platers, and their helpers, as well as polishers and plater leaders. Specifically, in Department 34, it would include polishers, wheelmen, and leaders of these groups and would exclude snaggers, washroom laborers, solderers, and their leaders. In Department 35, it would

<sup>4</sup> See *Matter of Pass & Seymour Inc.*, 51 N. L. R. B. 1091; *Matter of American Anode Inc.*, 52 N. L. R. B. 1.

include platers, plater leaders, plater helpers, plating room laborers, rackers, rack makers and anodizers and would exclude the analytical chemist, stop-off man, and the oiler and paint remover. A group of brush platers has recently been added to Department 35. The record does not indicate the desire of the Metal Polishers with regard to this last named group.

Solderers perform such functions as their name signifies, and while the record is not too explicit on this point, it appears that they also work on material other than that which is polished and plated. They are a distinct, semi-skilled group. Similarly, washroom laborers, although situated in the polishing department, do not appear to bear a direct and integral relationship to the polishing process.

Wheelmen are skilled workers who prepare and set up the grinding wheels used by the polishers.

The snaggers, whom the Polishers would exclude from their unit, do the rough grinding on forgings before they are turned over to the polishers for the finish grinding. The evidence indicates that they are separately grouped within the department and are generally of a somewhat lower order of skill, although many snaggers appear to be of equal skill with some of the polishers. The Company's Assistant Director of Labor Relations testified that the snaggers do essentially the same type of work as the polishers and that their hourly rates vary from 85 cents to \$1.25 an hour. They are regarded as semi-skilled. Polishers' rates vary from 85 to \$1.40 an hour and they vary in skill from semi-skilled to skilled. Normally, employees are not interchanged from one group to another. Some of the polishers, however, had previously worked as snaggers at the plant of an affiliated company in Cleveland. Under all of these circumstances, we are of the opinion that there is sufficiently direct relationship between the work of snaggers and polishers to warrant their inclusion in a common unit.

The record indicates the following with regard to the functions of the various classifications in Department 35.

Platers do every type of plating which has to be done on the job. Plater helpers prepare the tanks used in plating and generally assist the platers. The plating room laborer similarly performs such general labor as is incidental to the plating work. Rackers and rack makers rack and unrack the work before and after plating. The anodizer works with rust preventatives. The work of employees in these classifications appear to be directly connected with the plating process.

The analytical chemist, as his title implies, is a technical man possessed of specialized educational background and, in accordance with our usual practice, will be excluded from any unit of production workers.

The stop-off man, and the "oiler and paint remover" appear to have functions related to the painting process. The former works on a "strut" used to "stop-off" plating; the latter removes paint applied prior to final painting. Both jobs are unskilled. Brush platers, prior to their present transfer to Department 35, were situated in many different departments. They are unskilled laborers who brush both plated and unplated parts with a solution. None of the employees in these classifications appears to perform work which is integrally connected with the plating process and we shall exclude them from the unit.

We are of the opinion that the skilled craftsmen and their helpers, whose work is either directly or integrally connected with the plating and polishing processes, comprise a homogeneous, functionally coherent group which may function effectively as a separate bargaining unit. We do not consider the Company's brief bargaining history, limited as it is to a single contract entered into when less than 5 percent of the present total of personnel was employed, precludes a present finding as to the appropriateness of a craft unit. We are further of the opinion that solderers, washroom laborers, brush platers, stop-off men, and the "oiler and paint remover," for reasons indicated, should be excluded from the polishing and plating unit; and that snaggers, because of their close functional relationship to the polishing process, should be included in the unit. Leaders, for reasons indicated above, will be excluded from the unit.

We find, therefore, that polishers, snaggers, wheelmen, platers, plater helper, plating room laborers, rackers, rack makers, and the anodizer in Departments 34 and 35, excluding solderers, washroom laborers, brush platers, stop-off men, "oiler and paint remover," analytical chemist, leaders, and all 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.

### B. *The Carpenters Unit*

The Carpenters seeks a unit composed of all employees, including the leaders, but excluding the foreman in the Carpenter Shop, carried on the pay roll as Department 73. The Carpenter Shop is under the supervision of a foreman who, in turn is answerable to a general foreman. The leader instructs and checks on the work done by the men.

The men in the Carpenter Shop comprise a group of approximately 10 carpenters who do general maintenance work through the plant

and an approximately equal number of packers and box makers who work on the making and packing of boxes used for the shipment of the Company's products. The employees in this department constitute a distinct, homogeneous, clearly identifiable group, all of whom are eligible for membership in the Carpenters' union.

We find, therefore, that all carpenters, packers, and box makers employed by the Company in Department 73, excluding leaders, 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.

### *C. The Electricians Unit*

The Electricians requests a unit consisting of all employees in the Electrical Department, carried on the pay roll as Department 71.<sup>5</sup> The department, as of February 16, 1944, comprises 3 leaders and 19 electricians, all of whom are engaged in the general maintenance and repair of all electrical equipment throughout the plant. The employees in Department 71 make up a well-defined, skilled, traditional craft group and we accordingly find that electricians employed by the Company in Department 71, excluding leaders, 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.

### *D. The Plumbers Unit*

The Plumbers desires a unit composed of all employees in Department 74, comprising, as of February 16, 1944, 2 leaders and 7 pipe-fitters. The department is carried under the pay-roll classification of "Pipe Fitting." The employees in Department 74 do all pipe fitting and are generally responsible for the maintenance and repair of all pipes throughout the plant. They comprise a distinct, traditional craft group and we accordingly find that all pipe fitters and plumbers employed by the Company in Department 74, excluding leaders, and 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

---

<sup>5</sup> The representative of the Electricians indicated, at the hearing, that it would also include employees under the supervision of any other department or working at the Company's school at 78th and Broadway who are engaged in electrical maintenance work. The record does not show that there are any such employees.

appropriate for the purposes of collective bargaining within the meaning of Section 9 (b) of the Act.

*E. The Production and Maintenance Unit*

The I. A. M., as noted above, would include in an appropriate unit all production and maintenance employees not included in units sought by other A. F. L. Unions. It would include timekeepers and chief inspectors and would exclude foremen, assistant foremen, leaders, supervisors or any persons empowered to hire, discharge, or recommend such action, plant-protection employees, clerical employees (including production planning and control clerks), and trainees at the Company's school located at 78th and Broadway.

The U. E., the M. E. S. A., and the Association, desire a single industrial unit of production and maintenance employees. They differ among themselves and with the I. A. M. as to the inclusion of certain fringe groups. Among these are the *leaders* previously discussed, whom we will exclude from the unit.

The Company and the Association would include *production planning and control clerks* in the appropriate unit. The U. E., the I. A. M., and the M. E. S. A., would exclude them.

There were, as of February 16, 1944, 10 production planning clerks, 1 production control clerk, and 1 leader, all together comprising Department 83, which is under the supervision of the production planning engineer. The production planning engineer is also in charge of the Receiving Department (Department 41), Rough Stock Handlers (Department 43), Process Stores (Department 44), Finish Stores (Department 45), Die Stores (Department 48), Shipping (Department 58), and the General Factory Expeditors (Department 79), all of which departments are located in the plant proper.

All parties are agreed, as noted above, on the exclusion of salaried clerical employees. The salaried clerical employees are located in a separate office building, which is connected to the plant proper by a covered runway, and work on clerical tasks having to do with the general administrative activities of the Company. They all work only one shift. The production planning and control clerks are hourly paid and work the same schedule as do production workers. Up to a time shortly before the hearing in this case, they occupied an office in the plant building. They have since been removed to an office, known as the "Production and Planning Department Office," in the basement of the office building. They all occupy regular desks in the office and do work of a "completely clerical" character, although they do go into the factory from time to time to check up on the flow of production and keep records thereon.

Under all these circumstances, we find that the production planning and control clerks perform duties that are essentially clerical in nature and that they are not functionally part of a production and maintenance unit, and shall, therefore, exclude them from the unit.

The U. E. and the I. A. M. request inclusion of the *timekeepers* in the appropriate unit. The Company, the Association, and the M. E. S. A. would exclude them.

Timekeepers are salaried employees. Their function here, as elsewhere, is to keep a time check and records on the operations of production employees. They work out of the timekeepers office, which is not located in the plant proper, check on time consumed in various operations and then report the time back to the timekeeper's office. Their work is essentially clerical in nature and we shall, therefore, exclude them from the unit.

All parties are agreed on the inclusion of inspectors, both floor and final, in the unit. The I. A. M., alone however, would in addition include the *chief inspector*. The *chief inspector* is a salaried employee with supervisory duties. We shall exclude him from the unit.

We have previously found that certain designated craft groups constitute separate appropriate units for purposes of collective bargaining. On the basis of the foregoing facts, we now find that all remaining production and maintenance employees not included in the units previously set forth, excluding plant-protection employees, timekeepers, salaried clerical employees, production planning and control clerks, chief inspectors, trainees at the Company's School at 78th and Broadway in Cleveland (but not including helpers, apprentices and trainees in the plant proper), leaders, assistant foremen, foremen, and all other supervisory employees with authority to hire, promote, discipline, discharge, 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 questions concerning representation which have arisen be resolved by elections by secret ballot among the employees in the appropriate units who were employed during the payroll period immediately preceding the date of the Direction of Elections herein, subject to the limitations and additions set forth therein.

The U. E., the Association, and the M. E. S. A., have each expressed a desire to be included in any elections for separate craft units that may be held. The record does not specify what representation, if

any, each of these Unions has in the separate craft groups. In view of their expressed interest in these groups, however, and in the absence of proof indicating a lack of representation among them, we shall accord the U. E., the Association, and the M. E. S. A. places on the ballots to be used in the elections for representatives in each of the separate craft units found appropriate.

### 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 Cleveland Pneumatic Aerol, Inc., Euclid, Ohio, elections 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 Eighth 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 units heretofore found appropriate and set forth below 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 those employees who have since quit or been discharged for cause and have not been rehired or reinstated prior to the date of the election, and further excluding all plant-protection employees, timekeepers, salaried clerical employees, production planning and control clerks, chief inspectors, trainees at the Company's school at 78th and Broadway in Cleveland (but not including helpers, apprentices and trainees in the plant proper), leaders, assistant foremen, foremen, and all other supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees, or effectively recommend such action:

1. Polishers, snaggers, wheelmen in Department 34 (Polishing and Blending) and platers, plater helpers, plating room laborers, rackers, rack makers, and anodizer, in Department 35 (Plating), excluding the solderers, washroom laborers, analytical chemist, stop-off man, brush platers, and "oiler and paint remover" to determine whether they desire to be represented by Metal Polishers International Union, or by United Electrical, Radio & Machine Workers of America, CIO, or by

United Social Club and Employees Association, or by Mechanics Educational Society of America, for the purposes of collective bargaining, or by none of said organizations.

2. All employees in Department 73 (Carpenter Shop) to determine whether they desire to be represented by Cuyahoga District Council No. 6, A. F. L. (Carpenters), or by United Electrical, Radio & Machine Workers of America, CIO, or by United Social Club and Employees Association, or by Mechanics Educational Society of America, for the purposes of collective bargaining, or by none of said organizations.

3. All employees in Department 71 (Electrical) to determine whether they desire to be represented by International Brotherhood of Electrical Workers, Local No. 38, AFL, or by United Electrical, Radio & Machine Workers of America, CIO, or by United Social Club and Employees Association, or by Mechanics Educational Society of America, for the purposes of collective bargaining, or by none of said organizations.

4. All employees in Department 74 (Pipe Fitters) to determine whether they desire to be represented by Plumbers Union Local No. 55, AFL, or by United Electrical, Radio & Machine Workers of America, CIO, or by United Social Club and Employees Association, or by Mechanics Educational Society of America for the purposes of collective bargaining, or by none of said organizations.

5. All remaining production and maintenance employees to determine whether they desire to be represented by International Association of Machinists, District 54 (AFL), or by United Electrical, Radio & Machine Workers of America, CIO, or by United Social Club and Employees Association, or by Mechanics Educational Society of America for the purposes of collective bargaining, or by none of said organizations.

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