

In the Matter of **ITASCA COTTON MANUFACTURING COMPANY and TEXTILE  
WORKERS UNION OF AMERICA, C. I. O.**

*Case No. 16-R-902.—Decided June 22, 1944*

*Mr. Sidney L. Samuels*, of Fort Worth, Tex. and *Mr. Sidney J. Files*, of Itasca, Tex., for the Company.

*Messrs. Herschiel E. Moore* and *A. M. Carter*, of Dallas, Tex., for the Union.

*Mr. Louis Cokin*, of counsel to the Board.

**DECISION**

AND

**DIRECTION OF ELECTION**

**STATEMENT OF THE CASE**

Upon petition duly filed by Textile Workers Union of America, C. I. O., herein called the Union, alleging that a question affecting commerce had arisen concerning the representation of employees of Itasca Cotton Manufacturing Company, Itasca, Texas, herein called the Company, the National Labor Relations Board provided for an appropriate hearing upon due notice before Milton A. Nixon, Trial Examiner. Said hearing was held at Fort Worth, Texas, on June 5, 1944. 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**

Itasca Cotton Manufacturing Company is a Texas corporation operating a plant at Itasca, Texas, where it is engaged in the manufacture of cotton cloth. During 1943 the Company purchased approximately \$57,000 worth of supplies, 75 percent of which was shipped to it from

points outside the State of Texas. During the same period, the Company manufactured products at its Itasca plant valued at about \$1,006,000, approximately 89 percent of which was shipped to points outside the State of Texas.

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

## II. THE ORGANIZATION INVOLVED

Textile Workers Union 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

On April 13, 1944, the Union requested the Company to recognize it as the exclusive bargaining representative of the employees at the Itasca plant. The Company refused this request.

A statement of a Field Examiner of the Board, introduced into evidence at the hearing, indicates that the Union represents a substantial number of employees within 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 agreement with a stipulation of the parties, that all production and maintenance employees of the Company at its Itasca plant, excluding plant-protection and 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.

## 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

<sup>1</sup>The report of the Field Examiner shows that the Union submitted 106 authorization cards bearing apparently genuine signatures of persons whose names appear on the Company's pay roll of April 15, 1944. There are approximately 250 employees in the appropriate unit.

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 3, it is hereby

DIRECTED that, as part of the investigation to ascertain representatives for the purposes of collective bargaining with Itasca Cotton Manufacturing Company, Itasca, Texas, 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 Sixteenth 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 persons who have since quit or been discharged for cause and have not been rehired or reinstated prior to the date of election, to determine whether or not they desire to be represented by Textile Workers Union of America, C. I. O., for the purposes of collective bargaining.