

In the Matter of HEIDRICH TOOL AND DIE CORPORATION *and* INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 155, C. I. O.

*Case No. 7-R-1948.—Decided March 15, 1945*

*Mr. B. F. Wiegard*, of Detroit, Mich., for the Company.

*Mr. Sig Vernberg*, of Detroit, Mich., for the U. A. W.-C. I. O.

*Messrs. James G. Beck and Robert O. Brown*, of Detroit, Mich., for the Society.

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

DECISION  
AND  
DIRECTION OF ELECTION

STATEMENT OF THE CASE

Upon petition duly filed by International Union, United Automobile, Aircraft & Agricultural Implement Workers of America, Local 155, C. I. O., herein called the U. A. W.-C. I. O., alleging that a question affecting commerce had arisen concerning the representation of employees of Heidrich Tool and Die Corporation, Detroit, Michigan, herein called the Company, the National Labor Relations Board provided for an appropriate hearing upon due notice before Max Rotenberg, Trial Examiner. Said hearing was held at Detroit, Michigan, on February 27, 1945. At the commencement of the hearing, the Trial Examiner granted a motion of Society of Tool and Die Craftsmen, herein called the Society, to intervene. The Company, the U. A. W.-C. I. O., and the Society 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 opportunity to file briefs with the Board.

60 N. L. R. B., No 205.

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

### FINDINGS OF FACT

#### I. THE BUSINESS OF THE COMPANY

Heidrich Tool and Die Corporation is a Michigan corporation with its principal place of business at Detroit, Michigan, where it is engaged in the manufacture of tools, dies, jigs, special machines, and fixtures. During the 6-month period ending June 30, 1944, the Company purchased raw materials valued in excess of \$100,000, about 50 percent of which was shipped to it from points outside the State of Michigan. During the same period, the Company sold products valued in excess of \$500,000, approximately 50 percent of which was shipped to points outside the State of Michigan.

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

#### II. THE ORGANIZATIONS INVOLVED

International Union, United Automobile, Aircraft & Agricultural Implement Workers of America, Local 155, is a labor organization, affiliated with the Congress of Industrial Organizations, admitting to membership employees of the Company.

Society of Tool and Die Craftsmen is a labor organization, admitting to membership employees of the Company.

#### III. THE QUESTION CONCERNING REPRESENTATION

On January 9, 1945, the U. A. W.-C. I. O. requested the Company to recognize it as the exclusive collective bargaining representative of the Company's employees. The Company did not grant this request.

On February 12, 1944, the Company and the Society entered into a closed-shop contract covering the employees involved herein. The contract provides that it shall remain in full force and effect until January 15, 1945, and from year to year thereafter. However, the agreement "may be terminated by either party giving notice to the other party between December 15 and January 15 of the particular agreement year within which it is given. . . ." Inasmuch as the U. A. W.-C. I. O. made its claim in timely fashion, we find that the contract does not constitute a bar to a present determination of representatives.

A statement of a Field Examiner of the Board, introduced into evidence at the hearing, indicates that the U. A. W.-C. I. O. repre-

sents 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 the parties, that all hourly rated employees of the Company, excluding clerical employees, 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>2</sup>

#### 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 3, as amended, it is hereby

DIRECTED that, as part of the investigation to ascertain representatives for the purposes of collective bargaining with Heidrich Tool and Die Corporation, Detroit, Michigan, an election by secret ballot shall be conducted as early as possible, but not later than sixty (60) days from the date of this Direction, under the direction and supervision of the Regional Director for the Seventh 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 preced-

<sup>1</sup> The Field Examiner reported that the U. A. W.-C. I. O presented 41 authorization cards bearing the names of persons who appear on the Company's pay roll of January 19, 1945. There are approximately 51 employees in the appropriate unit. The Society did not present any evidence of representation but relies upon its contract as evidence of its interest in the instant proceeding.

<sup>2</sup> This is the same unit provided for in the contract between the Company and the Society, alluded to above.

ing 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 International Union, United Automobile, Aircraft & Agricultural Implement Workers of America, Local 155, C. I. O., or by Society of Tool and Die Craftsmen, for the purposes of collective bargaining, or by neither.