

In the Matter of ADVANCE TANNING COMPANY; BEDFORD LEATHER COMPANY; W. J. BUDGELL & SONS, INC.; CARR LEATHER COMPANY; B. E. COX LEATHER COMPANY; CREESE AND COOK COMPANY; CREST-BRAND LEATHER COMPANY; DOLAN TANNING COMPANY; WILLIAM F. DUFFY & SON; EASTERN TANNING COMPANY; ESSEX FINISHING COMPANY; JOHN FLYNN & SONS, INC.; FOSTER LEATHER COMPANY; GALE LEATHER COMPANY; GAESTAN LEATHER COMPANY; GENERAL REFINISHING COMPANY; GILL LEATHER COMPANY; GOLDSMITH LEATHER COMPANY; GREENE & NOLAN, INC.; THE H. D. C. LEATHER COMPANY; HELBURN THOMPSON COMPANY; HOGAN TANNING COMPANY, INC.; HUNT-RANKIN LEATHER COMPANY; IDEAL FINISHING COMPANY; IRVING LEATHER FINISHING COMPANY; J. & J. LEATHER FINISHING COMPANY; KIRSTEIN LEATHER COMPANY; KIRSTEIN TANNING COMPANY, INC.; KORN LEATHER COMPANY; LEACH-HECKEL LEATHER COMPANY; LEATHER CITY TANNING COMPANY; LIBERTY LEATHER COMPANY; JOHN MCCARTHY & SON, INC.; MAXWELL LEATHER COMPANY; F. P. MEADE COMPANY; MODERN LEATHER FINISHING COMPANY; MORRILL LEATHER COMPANY; MORRIS TANNING COMPANY; NORTHERN LEATHER COMPANY; NORTH SHORE TACKING COMPANY; THOMAS A. O'KEEFE LEATHER COMPANY; T. J. O'SHEA LEATHER COMPANY; F. P. OSBORN, INC.; PEABODY EMBOSSEING COMPANY; PEARL EMBOSSEING COMPANY; PHENNY SMIDT LEATHER COMPANY; NATHAN H. POOR COMPANY; PRAGER LEATHER CORPORATION; PURITAN TANNERY, INC.; PUTNAM LEATHER FINISHING COMPANY; REGIS LEATHER COMPANY; REX LEATHER FINISHING COMPANY; RUSSELL-SIM TANNING COMPANY; SALEM LEATHER COMPANY; SALWIN LEATHER COMPANY, INC.; SHAKTMAN EMBOSSEING COMPANY; SHAKTMAN FINISHING COMPANY; SILVA LEATHER COMPANY; SLATTERY BROS. TANNING COMPANY; SPEROS TANNING COMPANY; SPRING LEATHER COMPANY, INC.; STRAUSS TANNING COMPANY; SUPERIOR HAT LEATHER COMPANY; SUPREME FINISHING COMPANY, INC.; S. TARLOW COMPANY, INC.; TARLOW BROTHERS EMBOSSEING COMPANY, INC.; TRIMONT LEATHER COMPANY; TWIN TANNERS, INC.; VERZA TANNING COMPANY; VICTORY TANNING COMPANY; WALNUT FINISHING COMPANY; WITCH CITY TANNING COMPANY; E. A. WOELFEL COX, INC.; RICHARD YOUNG COMPANY *and* INTERNATIONAL FUR AND LEATHER WORKERS UNION OF THE UNITED STATES AND CANADA (CIO), LOCAL #21 (LEATHER DIVISION)

In the Matter of W. J. BUDGELL & SONS, INC., and UNITED LEATHER WORKERS INTERNATIONAL UNION, LOCAL #21, AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

In the Matter of GOLDSMITH LEATHER COMPANY and UNITED LEATHER WORKERS INTERNATIONAL UNION, LOCAL #21, AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

In the Matter of GREENE & NOLAN, INC., and UNITED LEATHER WORKERS INTERNATIONAL UNION, LOCAL #21, AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

In the Matter of F. P. OSBORN, INC., and UNITED LEATHER WORKERS INTERNATIONAL UNION, LOCAL #21, AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

In the Matter of SPRING LEATHER COMPANY, INC., and UNITED LEATHER WORKERS INTERNATIONAL UNION, LOCAL #21, AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

In the Matter of F. P. MEADE COMPANY and UNITED LEATHER WORKERS INTERNATIONAL UNION, LOCAL #21, AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

Cases Nos. 1-R-2132, 1-R-2116 through 1-R-2118, 1-R-2122, 1-R-2124, and 1-R-2125, respectively

SUPPLEMENTAL DECISION

DIRECTION

AND

CERTIFICATION OF REPRESENTATIVES

April 11, 1945

On March 21, 1945, pursuant to a Decision, Direction of Elections, and Order issued by the Board on February 27, 1945¹ elections were conducted under the direction and supervision of the Regional Director for the First Region (Boston, Massachusetts) among the employees in the units found appropriate in the said Decision.² Upon the conclusion of the elections, Tallies of Ballots were furnished the parties in accordance with the Rules and Regulations of the Board.

On March 19, 1945, the A. F. L. filed a letter with the Regional Office, which was treated as objections to the conduct of each of the

¹ 60 N. L. R. B. 923

² No election was conducted among the employees of Bedford Leather Company; since it is no longer in existence

elections. On March 26, 1945, the Regional Director issued and duly served upon the parties a Report on Objections, recommending that the objections of the A. F. L. be overruled. No exceptions were filed to the Regional Director's Report within the time provided therefor. We hereby adopt the Regional Director's Report, and, for reasons stated therein, find that the objections raised no substantial or material issues with respect to the conduct of the elections. Accordingly, they are overruled. Having thus disposed of the A. F. L.'s objections, we turn now to a consideration of the separate elections.

In Case No. 1-R-2117, the Tally indicates that, of approximately 28 eligibles in the voting unit, 22 cast valid votes, of which 11 were for the A. F. L. and 11 were for the C. I. O. In addition, 4 ballots were challenged and 1 ballot was declared void. Since the challenged ballots could affect the results of the election, the Regional Director, on March 24, 1945, issued and duly served upon the interested parties a Report on Challenged Ballots, recommending that Manuel Bettincort, Eugene Cunha, Tiago Silva, and Samuel Shaffarel be declared eligible voters and their ballots opened and counted. No exceptions were filed to the Regional Director's Report within the time provided therefor. We hereby adopt said Report, and, for reasons stated therein, overrule the challenges to the votes of Bettincort, Cunha, Silva, and Shaffarel, and shall direct that they be opened and counted.

In Case No. 1-R-2132, the Tally of Ballots setting forth the results of the election held among employees of Superior Hat Leather Company, an Independent, indicates that, of the approximately nine eligible voters in the voting unit, six cast valid votes, of which two were for the A. F. L., three were for the C. I. O., and one was for neither organization. In addition, the Tally indicates that one ballot was declared void. Thereafter, both the A. F. L., and the C. I. O., requested that a run-off election be conducted among the employees of this Independent. As noted above, the objections of the A. F. L. to this election have been overruled. We shall hereinafter direct the Regional Director to proceed pursuant to Article III, Section 11, of the Board's Rules and Regulations.

Except for the election in Case No. 1-R-2117, and the election among the employees of Superior Hat Leather Company in Case No. 1-R-2132, each of which has been discussed, *supra*, the Tallies of Ballots indicate that the results in the elections are conclusive, the challenged ballots, if any, being insufficient in number to affect the results.

In Case No. 1-R-2116, of the approximately 36 eligible voters, 34 cast valid votes, of which 14 were for the A. F. L. and 20 were for the C. I. O.

In Case No. 1-R-2118, of the approximately 27 eligible voters, 20 cast valid votes, of which 9 were for the A. F. L. and 11 were for the C. I. O. In addition, 2 ballots were declared void.

In Case No. 1-R-2122, of the approximately 6 eligible voters 6 cast valid votes, of which 2 were for the A. F. L. and 4 were for the C. I. O.

In Case No. 1-R-2124, of the approximately 21 eligible voters, 16 cast valid votes, of which 12 were for the A. F. L. and 4 were for the C. I. O. In addition, 1 ballot was challenged.

In Case No. 1-R-2125, of the approximately 17 eligible voters, 15 cast valid votes, of which 8 were for the A. F. L. and 6 were for the C. I. O., and 1 ballot was cast for neither organization.

In Case No. 1-R-2132, the following chart indicates the results of the elections conducted pursuant to the Decision and Direction of Elections:³

Name of companies	Approximate number of eligible voters	Valid votes counted	Votes cast for—			Challenged ballots	Void ballots
			A. F. L.	C. I. O.	Neither		
Advance Tanning Company.....	13	12	5	7			
Crestband Leather Company.....	12	5	0	5			
Dolan Tanning Company.....	22	20	4	16			
Eastern Tanning Company.....	7	5		5			
Essex Finishing Company.....	7	6	2	4			
Foster Leather Company.....	9	7	2	5	0	0	0
Gaestan Leather Company.....	7	5	0	5	0	0	0
Gale Leather Company.....	28	27	0	27			
General Refinishing Company.....	7	6	1	5			
H. L. C. Leather Company.....	8	7	1	6			
Hogan Tanning Company, Inc.....	9	6	1	5			
Ideal Finishing Company.....	22	20	5	15			1
Irving Leather Finishing Company.....	9	8	0	8	0	0	0
J & J Leather Finishing Company.....	21	14	4	10			
Liberty Leather Company.....	11	9	1	8			
Members*.....	2,725	2,324	714	1,596	14	87	42
Maxwell Leather Company.....	7	6	0	6			
Modern Leather Finishing Company.....	46	45	4	40	1		
Morris Tanning Company.....	32	26	1	25			1
Northern Leather Company.....	7	7	0	7	0		
North Shore Tacking Company.....	3	2	0	2		1	
Peabody Embossing Company.....	5	2	0	2	0	0	1
Pearl Embossing Company.....	17	14	4	10		3	
Putnam Leather Finishing Company.....	11	11	1	10			
Rex Leather Finishing Company.....	36	24	3	18	3		
Salwin Leather Company, Inc.....	2	2	0	2			
Silva Leather Company.....	3	2	0	2			
Speros Tanning Company.....	3	2	0	2			
Supreme Finishing Company, Inc.....	14	10	1	9			
Tarlow Brotheis Embossing Company, Inc.....	18	15	1	13	1		1
S. Tarlow Company, Inc.....	30	29	3	26			
Victory Tanning Company.....	10	8	0	8			
Walnut Finishing Company.....	11	8	0	8			
E. A. Woelfel Cox, Inc.....	16	13	0	13			

*The Members are Carr Leather Company, Peabody, Massachusetts; B. E. Cox Leather Company, Peabody, Massachusetts; Creese and Cook Company, Danvers, Massachusetts; William F. Duffy & Sons, Danvers, Massachusetts; John Flynn & Sons, Inc., Salem, Massachusetts; Gill Leather Company, Salem, Massachusetts; Helburn Thompson Company, Salem, Massachusetts; Hunt-Rankin Leather Company, Peabody, Massachusetts; Kirstein Leather Company, Peabody, Massachusetts; Kirstein Tanning Company, Inc., Peabody, Massachusetts; Korn Leather Company, Peabody, Massachusetts; Leach-Heckel Leather Company, Salem, Massachusetts; Leather City Tanning Company, Peabody, Massachusetts; John McCarthy & Son, Inc., Peabody, Massachusetts; Morrill Leather Company, Peabody, Massachusetts; Thomas A. O'Keefe Leather Company, Salem, Massachusetts; T. J. O'Shea Leather Company, Peabody, Massachusetts; Phenny Smidt Leather Company, Peabody, Massachusetts; Nathan H. Poor Company, Peabody, Massachusetts; Prager Leather Corporation, Salem, Massachusetts; Puritan Tanners, Inc., Salem, Massachusetts; Regis Leather Company, Peabody, Massachusetts; Russell-Sim Tanning Company, Salem, Massachusetts; Salem Leather Company, Salem, Massachusetts; Shaktman Embossing Company, Salem, Massachusetts; Shaktman Finishing Company, Salem, Massachusetts; Slattery Bros. Tanning Company, Salem, Massachusetts; Strauss Tanning Company, Peabody, Massachusetts; Trimoni Leather Company, Peabody, Massachusetts; Twin Tanners, Inc., Peabody, Massachusetts; Verza Tanning Company, Peabody, Massachusetts; Witch City Tanning Company, Salem, Massachusetts; and Richard Young Company, Peabody, Massachusetts.

³ The election among the employees of Superior Hat Leather Company has been discussed above.

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 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 O. F. Goldsmith Leather Company, Salem, Massachusetts (Case No. 1-R-2117), the Regional Director for the First Region shall, pursuant to Article III, Sections 9 and 10, of said Rules and Regulations, within ten (10) days from the date of this Direction open and count the challenged ballots of Manuel Bettincort, Eugene Cunha, Tiago Silva, and Samuel Shaf-farel, and thereafter prepare and cause to be served upon the interested parties a Supplemental Tally of Ballots, including therein the count of said challenged ballots; and it is further

DIRECTED that, as part of the investigation to ascertain representatives for the purposes of collective bargaining with Superior Hat Leather Company, Salem, Massachusetts (Case No. 1-R-2132), the Regional Director for the First Region shall proceed pursuant to the provisions of Article III, Section 11, of said Rules and Regulations.

IT IS HEREBY CERTIFIED that International Fur and Leather Workers Union of the United States and Canada (CIO), Local #21 (Leather Division), has been designated and selected by a majority of all production employees of each of the following Companies, excluding office and clerical employees, maintenance employees, executives, foremen, 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, and all production employees holding full-time positions not connected with the tanning or leather industry, 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 bargaining 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:

The companies	Location	Case No
W J Budgett & Sons, Inc.....	Peabody, Massachusetts.....	1-R-2116
Greene & Nolan, Inc.....	Peabody, Massachusetts.....	1-R-2118
F P Osborn, Inc.....	Peabody, Massachusetts.....	1-R-2122
Advance Tanning Company.....	Peabody, Massachusetts.....	1-R-2132
Crestbrand Leather Company.....	Salem, Massachusetts.....	1-R-2132
Dolan Tanning Company.....	Danvers, Massachusetts.....	1-R-2132
Eastern Tanning Company.....	Salem, Massachusetts.....	1-R-2132
Essex Finishing Company.....	Danvers, Massachusetts.....	1-R-2132
Foster Leather Company.....	Peabody, Massachusetts.....	1-R-2132
Gaetan Leather Company.....	Peabody, Massachusetts.....	1-R-2132
Gale Leather Company.....	Peabody, Massachusetts.....	1-R-2132
General Refinishing Company.....	Salem, Massachusetts.....	1-R-2132
The H. D. C. Leather Company.....	Peabody, Massachusetts.....	1-R-2132
Hogan Tanning Company, Inc.....	Peabody, Massachusetts.....	1-R-2132
Ideal Finishing Company.....	Peabody, Massachusetts.....	1-R-2132
Irving Leather Finishing Company.....	Peabody, Massachusetts.....	1-R-2132

The companies	Location	Case No.
J & J Leather Finishing Company.....	Peabody, Massachusetts.....	1-R-2132
Liberty Leather Company.....	Peabody, Massachusetts.....	1-R-2132
Maxwell Leather Company.....	Peabody, Massachusetts.....	1-R-2132
Modern Leather Finishing Company.....	Peabody, Massachusetts.....	1-R-2132
Morris Tanning Company.....	Salem, Massachusetts.....	1-R-2132
Northern Leather Company.....	Salem, Massachusetts.....	1-R-2132
North Shore Tacking Company.....	Salem, Massachusetts.....	1-R-2132
Peabody Embossing Company.....	Peabody, Massachusetts.....	1-R-2132
Pearl Embossing Company.....	Salem, Massachusetts.....	1-R-2132
Putnam Leather Finishing Company.....	Peabody, Massachusetts.....	1-R-2132
Rex Leather Finishing Company.....	Peabody, Massachusetts.....	1-R-2132
Silwin Leather Company, Inc.....	Peabody, Massachusetts.....	1-R-2132
Silva Leather Company.....	Peabody, Massachusetts.....	1-R-2132
Speros Tanning Company.....	Peabody, Massachusetts.....	1-R-2132
Supreme Finishing Company, Inc.....	Peabody, Massachusetts.....	1-R-2132
Tarlow Brothers Embossing Company, Inc.....	Peabody, Massachusetts.....	1-R-2132
S. Tarlow Company, Inc.....	Peabody, Massachusetts.....	1-R-2132
Victory Tanning Company.....	Peabody, Massachusetts.....	1-R-2132
Walnut Finishing Company.....	Salem, Massachusetts.....	1-R-2132
E. A. Woelfel Cox, Inc.....	Peabody, Massachusetts.....	1-R-2132

IT IS HEREBY FURTHER CERTIFIED that International Fur and Leather Worker's Union of the United States and Canada (CIO), Local #21 (Leather Division) has been designated and selected by a majority of the production employees of Carr Leather Company, Peabody, Massachusetts; B. E. Cox Leather Company, Peabody, Massachusetts; Creese and Cook Company, Danvers, Massachusetts; William F. Duffy & Son, Danvers, Massachusetts; John Flynn & Sons, Inc., Salem, Massachusetts; Gill Leather Company, Salem, Massachusetts; Helburn Thompson Company, Salem, Massachusetts; Hunt-Rankin Leather Company, Peabody, Massachusetts; Kirstein Leather Company, Peabody, Massachusetts; Kirstein Tanning Company, Inc., Peabody, Massachusetts; Korn Leather Company, Peabody, Massachusetts; Leach-Heckel Leather Company, Salem, Massachusetts; Leather City Tanning Company, Peabody, Massachusetts; John McCarthy & Son, Inc., Peabody, Massachusetts; Morrill Leather Company, Peabody, Massachusetts; Thomas A. O'Keefe Leather Company, Salem, Massachusetts; T. J. O'Shea Leather Company, Peabody, Massachusetts; Phenny Smidt Leather Company, Peabody, Massachusetts; Nathan H. Poor Company, Peabody, Massachusetts; Prager Leather Corporation, Salem, Massachusetts; Puritan Tannery, Inc., Salem, Massachusetts; Regis Leather Company, Peabody, Massachusetts; Russell-Sim Tanning Company, Salem, Massachusetts; Salem Leather Company, Salem, Massachusetts; Shaktman Embossing Company, Salem, Massachusetts; Shaktman Finishing Company, Salem, Massachusetts; Slattery Bros. Tanning Company, Salem, Massachusetts; Strauss Tanning Company, Peabody, Massachusetts; Trimont Leather Company, Peabody, Massachusetts; Twin Tanners, Inc., Peabody, Massachusetts; Verza Tanning Company, Peabody, Massachusetts; Witch City Tanning Company, Salem, Massachusetts; and Richard Young Company, Peabody, Massachusetts, excluding office and clerical employees, maintenance employees, executives, foremen, 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, and all production employees holding full-time positions not connected with the tanning or leather industry, 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 bargaining 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 FURTHER CERTIFIED that United Leather Workers International Union, Local #21, affiliated with the American Federation of Labor, has been designated and selected by a majority of all production employees of each of the following Companies listed below, excluding office and clerical employees, maintenance employees, executives, foremen, all supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees, or effectively recommend such action, and all production employees holding full-time positions not connected with the tanning or leather industry, and that, pursuant to Section 9 (a) of the Act, the said organization is the exclusive bargaining 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:

The companies	Location	Case No.
Spring Leather Company, Inc.-----	Peabody, Massachusetts-----	1-R-2124
F. P. Meade Company-----	Peabody, Massachusetts-----	1-R-2125

MR. GERARD D. REILLY took no part in the consideration of the above Supplemental Decision, Direction, and Certification of Representatives: