

In the Matter of GREENSBORO NEWS COMPANY STATION WFMY-FM
AND WFMY-TV, EMPLOYER *and* NATIONAL ASSOCIATION OF BROADCAST ENGINEERS AND TECHNICIANS, PETITIONER

Case No. 34-RC-208.—Decided November 27, 1950

DECISION AND DIRECTION OF ELECTION

Upon a petition duly filed under Section 9 (c) of the National Labor Relations Act, a hearing was held before John K. Pickens, hearing officer. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.

Pursuant to the provisions of Section 3 (b) of the Act, the Board has delegated its powers in connection with this case to a three-member panel [Members Houston, Reynolds, and Styles].

Upon the entire record in this case, the Board finds:

1. The Employer is engaged in commerce within the meaning of the Act.

2. The labor organization involved claims to represent certain employees of the Employer.

3. A question affecting commerce exists concerning the representation of employees of the Employer within the meaning of Section 9 (c) (1) and Section 2 (6) and (7) of the Act.

4. The Petitioner and the Employer agree that all technical employees at the Employer's Greensboro, North Carolina, television studio, excluding office and clerical employees, program director, chief engineer, producer, announcer, production manager, executives, and all other supervisors, constitute an appropriate bargaining unit. They agree that the engineers and the camera-technician are within the technical unit. The Petitioner, however, would include in the technical unit the cameraman-projectionist. The Employer, characterizing this employee as a film editor, contends that his work is not technical and urges that he be excluded from the unit. There has been no bargaining history among these employees.

The cameraman-projectionist inspects, cleans, repairs, and prepares film for projection. In preparing a reel which will run for several hours, he cuts and splices the film, inserting commercial announcements. This part of his work is under the direction of the program

director and consumes approximately 6 hours of his 8-hour day. After a reel is used on a program, he reverses the process, removes the commercials, restores the film and prepares it for shipment.

In addition to the above work, the cameraman-projectionist uncaps and sets the lights and gets ready for the program. He loads the projector with film, and may, on occasion, replace a lamp. He does not, however, service or maintain the projector or replace tubes or other worn-out parts. In loading and unloading the projector, or starting and stopping it in the event of a film break, he works with the cameraman-technician who is conceded by both parties to be in the appropriate unit. During a live broadcast, the cameraman-projectionist focuses the camera upon the performer who appears before a moving television camera. In film broadcasts, he focuses on a fixed television camera. In performing this part of his job he works with, and is constantly advised by, the engineer on duty, as to how a better image may be obtained. The cameraman-projectionist receives \$39 per week, whereas the engineers receive from \$40 to \$57.50 per week. The cameraman-projectionist has had 4 months' training at a nontechnical school. No type of license is required for his work. All engineers are required to have a license.

The Petitioner submitted eight contracts with television stations throughout the country and two network contracts with American Broadcasting Company and National Broadcasting Company. In all of these contracts the cameraman and/or projectionist was included in the unit except where the unit excluding them was established before the Petitioner began bargaining for technicians.¹

Although the cameraman-projectionist is not as highly skilled as the engineers, considerable technical skill is required to perform his job properly. In the instant case, the cameraman-projectionist performs the work of film man, cameraman, and projectionist. His work is closely integrated with that of the engineers; he enjoys the same working conditions, and for at least 2 or 3 hours a day he is under the supervision of the chief engineer. In television, the cameraman or projectionist is but one of a group of technically trained employees working as a cohesive team toward a common goal. In an earlier case we included a projectionist in a technical unit of broadcasting employees.² In view of these facts, and the fact that thus far cameramen

¹ Contracts introduced into evidence showed that cameramen and film men had been included in a unit with engineers at the following stations: WAGA (Atlanta, Georgia); WTOP-TV (Washington, D. C.); WHAM, WHFM, and WHTM (Rochester, New York); WMAL, WMAL-TV, and WMAL-FM (Washington, D. C.); WLAV, WLAV-TV, and WLAV-FM (Grand Rapids, Michigan); WWJ, WWJ-TV, and WWJ-FM (Detroit, Michigan); WGY, WPGC, WGEA, WGEO, WGEX, WRGB, and WGFM (General Electric Company, Schenectady, New York).

² *The Fort Industry Company*, 88 NLRB 527; cf. *KMTR Radio Corporation (KLAC-TV)*, 85 NLRB 99.

and/or projectionists have generally been included in an over-all technical unit in the television broadcasting industry, we shall include the Employer's cameraman-projectionist in the appropriate unit.³

We find that all technical employees at the Employer's Greensboro, North Carolina, television studio, including the cameraman-projectionist, but excluding office and clerical employees, program director, chief engineer, producer, announcer, production manager, executives, and all other supervisors, constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9 (b) of the Act.

[Text of Direction of Election omitted from publication in this volume.]

³ Although Member Houston dissented on the issue of unit placement of projectionist in the *Fort Industry* case, he feels bound by the majority decision in that case, and concurs in the result here.