

IN the Matter of EAGLE NECKBAND CORPORATION *and* FEDERATION OF
DYERS, FINISHERS, PRINTERS & BLEACHERS OF AMERICA, TEXTILE
WORKERS UNION, CIO

Case No. 4-R-1769.—Decided October 22, 1945

Messrs. Michael A. Caprio and M. B. Ketcham, Jr., of Yardley, Pa.,
for the Company.

Mr. William Rosselli, of Paterson, N. J., for the Union.

Mr. Donald B. Brady, of counsel to the Board.

DECISION

AND

DIRECTION OF ELECTION

STATEMENT OF THE CASE

Upon a petition duly filed by Federation of Dyers, Finishers, Printers & Bleachers of America, Textile Workers Union, CIO, herein called the Union, alleging that a question affecting commerce had arisen concerning the representation of employees of Eagle Neckband Corporation, Yardley, Pennsylvania, herein called the Company, the National Labor Relations Board provided for an appropriate hearing upon due notice before Eugene M. Purver, Trial Examiner. The hearing was held at Trenton, New Jersey, on July 12, 1945. The Company and the Union 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 Trial Examiner's rulings made at the hearing are free from prejudicial error and are hereby affirmed. All parties were afforded an 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

Eagle Neckband Corporation, a New York corporation, with its plant and place of business located at Yardley, Pennsylvania, is engaged in the manufacture and distribution of shirt linings from cotton textiles. The Company's purchases of raw materials for the calendar

year 1944 consisted principally of cotton goods, valued in excess of \$100,000, of which more than 50 percent came from outside the Commonwealth of Pennsylvania. During the same period over 75 percent of the Company's finished products, which were valued in excess of \$300,000, was shipped to points outside Pennsylvania.

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

II. THE ORGANIZATION INVOLVED

Federation of Dyers, Finishers, Printers & Bleachers of America, Textile Workers Union, affiliated with the Congress of Industrial Organizations is a labor organization admitting to membership employees of the Company.

III. THE QUESTION CONCERNING REPRESENTATION

The Company has refused to grant recognition to the Union as the exclusive bargaining representative of its employees until the Union has been certified by the Board in an appropriate unit.

A statement of a Field Examiner, introduced into evidence at the hearing, indicates that the Union represents a substantial number of employees in the unit hereinafter found appropriate.¹

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 accordance with the stipulation of the parties that all production and maintenance employees at the Company's Yardley, Pennsylvania, plant, including stock clerks, watchmen, and truck drivers, but excluding office clerical employees, foreman, general foreman, 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.

V. THE DETERMINATION OF REPRESENTATIVES

We shall direct that the question concerning representation which has arisen be resolved by an election by secret ballot among the employees in the appropriate unit who were employed during the payroll period immediately preceding the date of the Direction of Elec-

¹ The Field Examiner reported that the Union submitted 17 undated authorization cards and that there are approximately 21 persons in the unit.

tion 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 Eagle Neckband Corporation, Yardley, Pennsylvania, 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 Fourth 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 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, to determine whether or not they desire to be represented by Federation of Dyers, Finishers, Printers & Bleachers of America, Textile Workers Union, affiliated with the Congress of Industrial Organizations, for the purposes of collective bargaining.

MR. GERARD D. REILLY took no part in the consideration of the above Decision and Direction of Election.