

In the Matter of GENERAL ELECTRIC COMPANY, BRIDGEVILLE GLASS WORKS, EMPLOYER and AMERICAN FLINT GLASS WORKERS' UNION, AFFILIATED WITH A. F. L., PETITIONER

Case No. 6-R-1345.—Decided September 10, 1946

Mr. B. G. Greenman, of Bridgeville, Pa., for the Employer.

Mr. Albert Vottero, of Toledo, Ohio, for the Petitioner.

Mr. Walter Mugford, of Pittsburgh, Pa., for the Intervenor.

Mrs. Catherine W. Goldman, of counsel to the Board.

DECISION

AND

DIRECTION OF ELECTION

Upon a petition duly filed, hearing in this case was held at Pittsburgh, Pennsylvania, on August 5, 1946, before Henry Shore, Trial Examiner. The Trial Examiner's rulings made at the hearing are free from prejudicial error and are hereby affirmed. At the hearing, United Electrical, Radio & Machine Workers of America, C. I. O., herein called the Intervenor, moved to intervene, and the motion was granted.

Upon the entire record in the case, the National Labor Relations Board makes the following:

FINDINGS OF FACT

I. THE BUSINESS OF THE EMPLOYER

General Electric Company, a New York corporation engaged in the manufacture and distribution of a wide variety of electrical products, operates plants in several States, including a plant at Bridgeville, Pennsylvania. At its Bridgeville plant, the only plant involved in this proceeding, the Employer is engaged in the manufacture of glass bulbs and tubing for radios, lamps, and other electrical equipment. During the 12-month period preceding July 1946, the Employer used at its Bridgeville plant raw materials with a value in excess of \$1,000,000, of which approximately 95 percent originated outside the Commonwealth of Pennsylvania. During the same period the Employer manufactured at the Bridgeville plant more than 16,000,000

pounds of finished products, all of which was shipped outside the Commonwealth.

The Employer admits and we find that it is engaged in commerce within the meaning of the National Labor Relations Act.

II. THE ORGANIZATIONS INVOLVED

The Petitioner is a labor organization affiliated with the American Federation of Labor, claiming to represent employees of the Employer.

The Intervenor is a labor organization affiliated with the Congress of Industrial Organizations, claiming to represent employees of the Employer.

III. THE QUESTION CONCERNING REPRESENTATION

The Employer refuses to recognize either the Petitioner or the Intervenor as the exclusive bargaining representative of employees of the Employer until certified by the Board in an appropriate unit.

We find that a question affecting commerce has arisen concerning the representation of employees of the Employer, within the meaning of Section 9 (c) and Section 2 (6) and (7) of the Act.

IV. THE APPROPRIATE UNIT

We find, substantially in accordance with a stipulation of the parties, that all production and maintenance employees of the Employer at its Bridgeville, Pennsylvania, plant, including cafeteria employees, boiler firemen-watchmen, quality checkers, and lead women, but excluding office employees, foremen, master mechanic, chief electrician, 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.

DIRECTION OF ELECTION

As part of the investigation to ascertain representatives for the purposes of collective bargaining with General Electric Company, Bridgeville Glass Works, Bridgeville, 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 Sixth Region, acting in this matter as agent for the National Labor Relations Board, and subject to Article III, Sections 10 and 11, of National Labor Relations Board Rules and Regulations—Series 3, as amended, 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 they desire to be represented by American Flint Glass Workers' Union, affiliated with A. F. L., or by United Electrical, Radio & Machine Workers of America, C. I. O., for the purposes of collective bargaining, or by neither.

MR. JAMES J. REYNOLDS, JR., took no part in the consideration of the above Decision and Direction of Election.