

**Ad-Press Corporation and International Printing Pressmen and Assistants' Union of North America, Local 64, AFL-CIO, Petitioner.** *Case No. 6-RC-1959. November 21, 1957*

DECISION AND DIRECTION OF ELECTIONS

Upon a petition duly filed under Section 9 (c) of the National Labor Relations Act, a hearing was held in this case before Donald J. Myers, 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 Rodgers, Bean, and Jenkins].

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 organizations involved claim to represent certain employees of the Employer.<sup>1</sup>

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 Employer is engaged in both letterpress and offset printing operations. The Petitioner seeks to represent all its pressroom employees; this includes pressmen (both letterpress and offset), press helpers, collator operators, and helpers. The Intervenor seeks a unit of offset pressmen and helpers. Should the Board find the latter unit appropriate, the Petitioner desires to appear upon the ballot in any elections directed. The Employer takes no definite position, but appears to favor two units. There is no significant history of collective bargaining.

The Employer's presses, both letterpress and offset, are in the same room, as is the collator, a type of cutting and binding machine. Included in the offset presses is one called the Trailblazer, which is used only for certain jobs, and operates mainly from Friday afternoon to Monday morning. The Employer's pressmen and helpers are for the most part regularly assigned to a specific machine. Thus, there are three individuals who work regularly and exclusively as offset pressmen. There are six individuals who work as letterpress operators.

<sup>1</sup> Amalgamated Lithographers of America, Local 24, AFL-CIO, herein called the Intervenor, was permitted to intervene at the hearing upon a sufficient showing of interest.

However, because of the weekend operation of the Trailblazer press, the Employer uses two of the letterpressmen as offset operators on that press. It also employs two part-time employees who work only on weekends as helpers on this machine. In addition, one employee who works full-time as a station wagon driver during the week, works part-time as an offset helper on weekends.

The Board has held that absent unusual circumstances,<sup>2</sup> employees engaged in the lithographic (offset) process constitute an appropriate unit.<sup>3</sup> We do not believe that the slight amount of dual function by two letterpressmen in this case is sufficient to change that holding here. Accordingly, we find that the letterpressmen and offset pressmen may constitute separate appropriate units.

With respect to the composition of the two units, we do not believe that the collator operators or helpers or the truck and station wagon drivers properly belong in either unit. The collator is essentially a binding and cutting machine unconnected with the pressman's craft. As to the drivers, they are predominantly engaged in work unconnected with that of either kind of press. We therefore exclude these employees.<sup>4</sup>

There remains to be considered the placement of Hertrick and Summers, who are classified as letterpressmen, but do some offset work on weekends. As to Hertrick, it is clear that he can make, and has made, effective recommendations as to hire and discharge. Accordingly, we exclude him as a supervisor within the meaning of the Act. As to Summers, he spends his time predominantly in letterpress work and we therefore include him in that unit.

In accord with the foregoing, we shall direct that separate elections be held in the following appropriate units of employees of the Employer at its Pittsburgh, Pennsylvania, plant:

(a) All offset pressmen and helpers, excluding the station wagon driver, all other employees, guards, watchmen, and supervisors as defined in the Act.

(b) All letterpressmen and helpers, excluding collator helpers and operators, the truckdriver, the working foreman, all other employees, guards, watchmen, and supervisors as defined in the Act.

[Text of Direction of Elections omitted from publication.]

<sup>2</sup> For which, see *Pacific Press, Inc.*, 66 NLRB 458.

<sup>3</sup> *Robinson Printers, Inc.*, 118 NLRB 518.

<sup>4</sup> See *Newport News Forms Company, Incorporated*, 110 NLRB 471.