Adams Manufacturing Company, Inc. and Bakery, Confectionery and Tobacco Workers International Union, Local 19, Industrial Division. Case 8–CA–28187

## August 16, 1996

## **DECISION AND ORDER**

# BY CHAIRMAN GOULD AND MEMBERS BROWNING AND COHEN

Pursuant to a charge filed on April 15, 1996, the General Counsel of the National Labor Relations Board issued a complaint and amendment thereto on May 13 and 30, 1996, respectively, alleging that the Respondent has violated Section 8(a)(5) and (1) of the National Labor Relations Act by refusing the Union's request to bargain following the Union's certification in Case 8–RC–15230. (Official notice is taken of the "record" in the representation proceeding as defined in the Board's Rules and Regulations, Secs. 102.68 and 102.69(g); Frontier Hotel, 265 NLRB 343 (1982).) The Respondent filed an answer and amended answer admitting in part and denying in part the allegations in the complaint as amended, and asserting certain affirmative defenses.

On July 10, 1996, the General Counsel filed a Motion for Summary Judgment. On July 12, 1996, the Board issued an order transferring the proceeding to the Board and a Notice to Show Cause why the motion should not be granted. On July 26, 1996, the Respondent filed a response.

The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

## Ruling on Motion for Summary Judgment

In its answer and response, the Respondent admits its refusal to bargain, but attacks the validity of the certification on the basis of its objection to the election in the representation proceeding that the Union had provided eligible voters with various items of value for the purpose of securing their votes.<sup>1</sup>

All representation issues raised by the Respondent were or could have been litigated in the prior representation proceeding. The Respondent does not offer to adduce at a hearing any newly discovered and previously unavailable evidence, nor does it allege any special circumstances that would require the Board to reexamine the decision made in the representation proceeding. We therefore find that the Respondent has not raised any representation issue that is properly litigable in this unfair labor practice proceeding. See *Pittsburgh Plate Glass Co. v. NLRB*, 313 U.S. 146, 162 (1941). Accordingly, we grant the Motion for Summary Judgment. On the entire record, the Board makes the following

### FINDINGS OF FACT

#### I. JURISDICTION

At all material times, the Respondent, an Ohio corporation, with an office and place of business in Cleveland, Ohio, has been engaged in the manufacture of commercial and residential heating equipment. Annually, the Respondent, in conducting its business operations described above, purchases and receives at its Cleveland facility goods valued at more than \$50,000 directly from points outside the State of Ohio. We find that the Respondent is an employer engaged in commerce within the meaning of Section 2(6) and (7) of the Act and that the Union is a labor organization within the meaning of Section 2(5) of the Act.

#### II. ALLEGED UNFAIR LABOR PRACTICES

## A. The Certification

Following the election held on June 23, 1995, the Union was certified on October 17, 1995, as the exclusive collective-bargaining representative of the employees in the following appropriate unit:

All production and maintenance employees including employees in the burner, humidifier, air cleaner, furnace, unit heater, shipping, welding and painting departments and group leaders employed by the Respondent at 9790 Midwest Avenue, Cleveland, Ohio, but excluding all office clerical employees, professional employees, guards and supervisors as defined in the Act. The Union continues to be the exclusive representative under Section 9(a) of the Act.

## B. Refusal to Bargain

Since October 23, 1995, the Union has requested the Respondent to bargain, and since October 30, 1995, the Respondent has refused. We find that this refusal constitutes an unlawful refusal to bargain in violation of Section 8(a)(5) and (1) of the Act.

### CONCLUSION OF LAW

By refusing on and after October 30, 1995, to bargain with the Union as the exclusive collective-bargaining representative of employees in the appropriate

<sup>&</sup>lt;sup>1</sup>In its answer and response, the Respondent also asserts, as an affirmative defense, that the Union's conduct (unspecified) between October 1995 (when the Union was certified and requested bargaining and the Respondent refused), and April 1996 (when the Union filed the instant refusal-to-bargain charge), constitutes abandonment of the bargaining unit. There is no contention, however, that the Union failed to timely file the instant charge within the 10(b) 6-month limitations period. Accordingly, we reject the Respondent's affirmative defense as without merit. See *Sunnyland Refining Co.*, 250 NLRB 1180, 1181 (1980), enfd. mem. 657 F.2d 1249 (5th Cir. 1981).

unit, the Respondent has engaged in unfair labor practices affecting commerce within the meaning of Section 8(a)(5) and (1) and Section 2(6) and (7) of the Act.

#### REMEDY

Having found that the Respondent has violated Section 8(a)(5) and (1) of the Act, we shall order it to cease and desist, to bargain on request with the Union, and, if an understanding is reached, to embody the understanding in a signed agreement.

To ensure that the employees are accorded the services of their selected bargaining agent for the period provided by the law, we shall construe the initial period of the certification as beginning the date the Respondent begins to bargain in good faith with the Union. *Mar-Jac Poultry Co.*, 136 NLRB 785 (1962); *Lamar Hotel*, 140 NLRB 226, 229 (1962), enfd. 328 F.2d 600 (5th Cir. 1964), cert. denied 379 U.S. 817 (1964); *Burnett Construction Co.*, 149 NLRB 1419, 1421 (1964), enfd. 350 F.2d 57 (10th Cir. 1965).

### **ORDER**

The National Labor Relations Board orders that the Respondent, Adams Manufacturing Company, Inc., Cleveland, Ohio, its officers, agents, successors, and assigns, shall

- 1. Cease and desist from
- (a) Refusing to bargain with Bakery, Confectionery and Tobacco Workers International Union, Local 19, Industrial Division as the exclusive bargaining representative of the employees in the bargaining unit.
- (b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.
- 2. Take the following affirmative action necessary to effectuate the policies of the Act.
- (a) On request, bargain with the Union as the exclusive representative of the employees in the following appropriate unit on terms and conditions of employment, and if an understanding is reached, embody the understanding in a signed agreement:

All production and maintenance employees including employees in the burner, humidifier, air cleaner, furnace, unit heater, shipping, welding and painting departments and group leaders employed by the Respondent at 9790 Midwest Avenue, Cleveland, Ohio, but excluding all office clerical employees, professional employees, guards and supervisors as defined in the Act.

(b) Within 14 days after service by the Region, post at its facility in Cleveland, Ohio, copies of the attached notice marked "Appendix." Copies of the notice, on

forms provided by the Regional Director for Region 8 after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. In the event that, during the pendency of these proceedings, the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at any time since April 15, 1996.

(c) Within 21 days after service by the Region, file with the Regional Director a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

National Labor Relations Board'' shall read "Posted Pursuant to a Judgment of the United States Court of Appeals Enforcing an Order of the National Labor Relations Board."

#### **APPENDIX**

NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government

The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

WE WILL NOT refuse to bargain with Bakery, Confectionery and Tobacco Workers International Union, Local 19, Industrial Division as the exclusive representative of the employees in the bargaining unit.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for our employees in the bargaining unit:

All production and maintenance employees including employees in the burner, humidifier, air cleaner, furnace, unit heater, shipping, welding and painting departments and group leaders employed by us at 9790 Midwest Avenue, Cleveland, Ohio, but excluding all office clerical employees, professional employees, guards and supervisors as defined in the Act.

Adams Manufacturing Company, Inc.

<sup>&</sup>lt;sup>2</sup> If this Order is enforced by a judgment of a United States court of appeals, the words in the notice reading "Posted by Order of the