

manner in which the meeting was announced. There were no public notices in the way in which meetings of Local 78 were customarily announced; instead notices were sent to a group of about 80 or 90 persons, constituting a little more than one-half of the then existing membership of the Union. When to this is added the fact that only 23 members of the Union were present at the meeting, and that most of these had left before the disaffiliation vote was taken, the conclusion that the disaffiliation vote was not a valid expression of the desires of the membership is inescapable.

We conclude, on the record before us, that there has been no such schism in Local 78 as would warrant the conclusion that the current contract may not operate as a bar. Accordingly, we shall dismiss the petition.

Order

Upon the basis of the foregoing findings of fact, and upon the entire record in the case, the National Labor Relations Board hereby orders that the petition filed herein be, and it hereby is, dismissed.

RIEDEL PAPER CORPORATION *and* INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, AFL, PETITIONER. *Case No. 4-RC-1203. October 11, 1951*

Decision and Order

Upon a petition duly filed under Section 9 (c) of the National Labor Relations Act, a hearing was held before Harold Kowal, 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 [Chairman Herzog and Members Murdock 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 employees of the Employer.
3. No 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, for the following reasons:

The Petitioner seeks a unit of all production and maintenance employees, including truck drivers, at the Employer's Warren Glen plant, excluding guards, watchmen, professional and clerical em-

ployees, and supervisors as defined by the Act. The Employer agrees that these categories of employees constitute an appropriate unit, but contends that the unit should include such employees in all four of its plants.

The Employer's four plants are all engaged in the manufacture of paper and paper products, and are all situated in the Delaware Valley of New Jersey in a 3-mile area.¹ Compositely they comprise seven major operational departments of the Company; each of the three smaller plants is operated as a department, and Milford, the largest plant, is divided into four departments. In addition, three departments at Milford finish some of the products made at the smaller mills, and there is considerable exchange of raw materials among all four plants.

Responsibility for the over-all operation of the four plants is centered in the vice president in charge of production, who is located at Milford, and to whom the various immediate supervisors at the plants report. The vice president also has under him the following staff: (1) Technical director, who is in charge of quality control and research for all four plants; (2) manager of engineering, who in turn has under him a design section which draws up the designs for the paper making equipment at all plants, a plant development section for all four plants, and a construction section and electrical section which construct and install new equipment at all four plants;² (3) purchasing agent, who purchases mill supplies, equipment, and machinery for all four plants;³ (4) traffic manager, who handles traffic problems at all four plants; (5) accounting department, which does all cost and general accounting, and in which is centralized all financial and accounting data,⁴ and which also prepares the payroll for all four plants;⁵ and (6) personnel director, who handles labor relations for all four plants, including the investigation and clearance of all applicants for employment, the investigation of discharges to ascertain whether they conform to company policy,⁶ the maintenance of all personnel records, the supervision of a uniform group insurance and pension plan for the employees at all four plants, and the direction of a medical department and plant-protection department, which service all four plants.

¹ The plants are located at Warren Glen, Milford, Hughesville, and Riegelsville, New Jersey.

² Each plant has its own maintenance crew for day-to-day maintenance and service of equipment.

³ Fibrous materials are bought by a purchasing department in the Employer's New York office.

⁴ Each plant and department keeps its own accounting data respecting the cost and character of its operations and sends such data to the accounting department at Milford.

⁵ The pay checks are then distributed to employees at the individual mills.

⁶ The actual hiring and firing of employees appears to be done at the individual plants, however.

There are 55 production and maintenance job classifications at Warren Glen, out of a total of 67, which are common to the other mills,⁷ and the Employer has a single job evaluation plan for all 4 mills. In the past 6 years, there have been 9 general wage increases covering all 4 plants; and also uniform at all plants are holidays, vacations, bonuses, shift differentials, overtime and Sunday pay, leaves of absence, and grievance procedure.

Finally, the record shows that many employees live closer to a plant other than the one in which they work, that many members of the same family work at different plants, and that there is an extensive recreational program for employees of all four plants which is carried on at a company recreation center.

It thus appears that the Employer's four plants are in close proximity to each other, that their organization and operation is highly centralized and integrated, that there is considerable similarity of work and working conditions at all four plants, and that the employees of all four plants otherwise enjoy a close community of interest. Under such circumstances, we find that a unit confined to the Warren Glen plant, as sought by the Petitioner, is not appropriate for purposes of collective bargaining within the meaning of Section 9 (b) of the Act, and we shall therefore dismiss the petition.⁸

Order

IT IS HEREBY ORDERED that the petition in the above-entitled case be, and it hereby is, dismissed.

⁷ As a result, a substantial number of permanent transfers are made each year among all four plants.

⁸ See *Farrington Manufacturing Company*, 87 NLRB 1051; *Hass Wholesale, Inc.*, 92 NLRB 408. Cf. *Nashville Wire Products Manufacturing Co., Inc.*, 89 NLRB 135.

Under the original Act, the Board did find appropriate a unit confined to the *Milford* plant (55 NLRB 358; 63 NLRB 538). Those findings, however, were based primarily on the fact that there had been no attempt to organize any but the *Milford* plant. The record here indicates that the Petitioner has attempted to organize all four plants, and in any event Section 9 (c) (5) of the amended Act now precludes the Board from using "extent of organization" as a controlling factor in unit determinations.

ALUMINUM COMPANY OF AMERICA *and* DISTRICT #47 OF INTERNATIONAL ASSOCIATION OF MACHINISTS, PETITIONER. *Case No. 2-RC-3511.*
October 12, 1951

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 James V. Altieri, hearing officer. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.