

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of

DISTRICT NO. 32, UNITED STEELWORKERS OF
AMERICA, AFL-CIO 1/

For a Referendum on the Question of an
All-Union Agreement between

BRUCE MANUFACTURING INC. 2/
Bruce, Wisconsin, Employer,

and DISTRICT NO. 32, UNITED STEELWORKERS OF
AMERICA, Union.

Case I
No. 18929 R-5750
Decision No. 13577

Appearances:

Mr. William Lee, Staff Representative, appearing on behalf of the
Petitioner.

Mr. Kenneth R. Cass, Attorney at Law, appearing on behalf of the
Union.

DIRECTION OF REFERENDUM

District No. 32, United Steelworkers of America, AFL-CIO, having
filed a petition with the Wisconsin Employment Relations Commission
requesting that the Commission conduct a referendum among certain employes
of Bruce Manufacturing Inc., to determine whether the required number
of such employes favor an "All-Union Agreement" between said Petitioner
and said Employer; and hearing in the matter having been held on
April 16, 1975, at Ladysmith, Wisconsin, Dennis P. McGilligan, Hearing
Officer, being present; and the Commission being satisfied that a question
concerning the authorization of an "All-Union Agreement" exists;

NOW, THEREFORE, it is

DIRECTED

That a referendum by secret ballot be conducted under the direction
of the Wisconsin Employment Relations Commission in the collective bar-
gaining unit consisting of all production and maintenance employes employed,
by the Employer at its Bruce, Wisconsin, plant, who were employed by the
Employer on April 16, 1975, excluding all office clerical employes, guards,
and supervisors as defined in the National Labor Relations Act; and
further excluding such employes as may prior to the referendum quit their
employment or be discharged for cause, for the purpose of determining

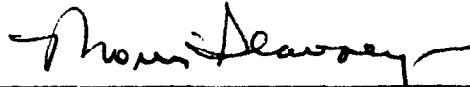
1/ The Petitioner, at the hearing moved, without objection from the
Employer, to correct its name as above.


2/ Likewise, the Employer, moved without objection from the Petitioner to
correct its name as above.

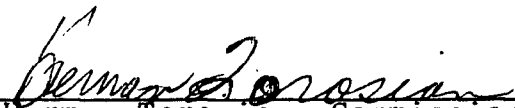
whether the required number of such employes favor an "All-Union Agreement" between the Employer and the Union named above.

Given under our hands and seal at the
City of Madison, Wisconsin this 25th
day of April, 1975.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By 
Morris Slavney, Chairman


Howard S. Bellman, Commissioner


Herman Torosian, Commissioner

MEMORANDUM ACCOMPANYING DIRECTION OF REFERENDUM

The petition in the instant case was filed with the Commission on March 12, 1975.

During the hearing it was stipulated that the unit certified by the National Labor Relations Board on December 17, 1974 was as follows:

"All production and maintenance employees employed by the Employer at its Bruce, Wisconsin, plant, excluding all office clerical employees, guards and supervisors as defined in the Act."

It was agreed that the eligibility cut-off date would be the date of the hearing, April 16, 1975.

The Employer moved, at the hearing, that the referendum be conducted after the parties have had the opportunity to negotiate the inclusion of an All-Union provision in the labor agreement.

The Commission has held the fact that the parties have not concluded their negotiations on a collective bargaining agreement does not preclude the Commission from conducting a referendum on the question of an "All-Union Agreement." 3/ Therefore, the Commission has directed that a referendum be conducted in the collective bargaining unit involved.

Dated at Madison, Wisconsin this 25th day of April, 1975.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By Morris Slavney
Morris Slavney, Chairman

Howard S. Bellman
Howard S. Bellman, Commissioner

Herman Torosian
Herman Torosian, Commissioner

3/ Packaging Corp. of America (7400) 12/65, Oneida Motor Sales, Inc. (8450) 3/68, Fleetwood Archery Division, Outers Laboratories, Inc. (10898) 3/72.