

C H A P T E R F O U R



NLRB ELECTION INVOLVING TEAMSTERS, PHILADELPHIA, NOVEMBER 1962. NLRB AGENT LOUISE MORGAN IS SEATED AT LEFT.

MILESTONES: 1960-1995

RISING CASELOAD

THE NLRB celebrated its 25th anniversary with a dinner in August 1960, attended by more than 800 persons. By 1960, the NLRB had 1,820 full-time employees, including 1,150 in the regional offices. Its caseload had risen substantially, and the agency struggled to keep pace.

The chronic problem of delay was the source of most of the criticism and complaints against the Board. Behind the delays in processing cases was the constantly increasing caseload.

In the four-year period from fiscal 1957 to fiscal 1961, unfair labor practice filings more than doubled—from 5,506 to 12,132.

The problem of the Board's rising caseload prompted President Kennedy in 1961 to submit Reorganization Plan No. 5 to Congress. The plan, which had the full support of the Board, was intended to speed the processing of unfair labor practice cases by delegating decisions to the 64 trial examiners. However, the plan was rejected by a House vote.



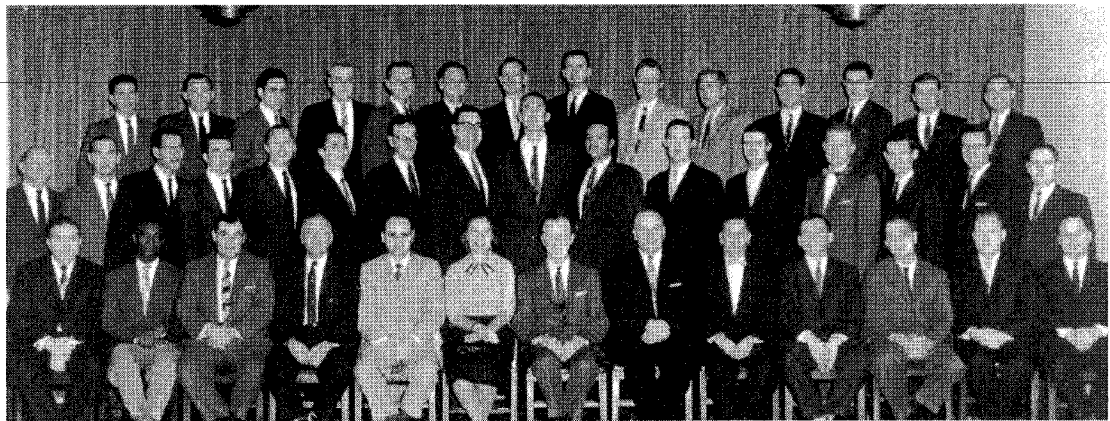
1

1. President John F. Kennedy addressing AFL-CIO Fifth Constitutional Convention, New York City, November 15, 1963.



2. Members of Ladies' Garment Workers celebrate election victory at Lackawanna Dress Co., Scranton, Pa., 1960.

3. NLRB's General Counsel's Training program, class no. 3, December 1958.



3

IMPROVED CASE HANDLING

IN THE meantime, the General Counsel undertook a comprehensive drive to improve case-handling procedures. Time targets were established for each stage of case processing and more emphasis was placed on settling charges before issuance of a formal complaint.

By the early 1960s, the regional offices were investigating charges and making determinations within 30 days of filing on whether to issue complaints. The total time required to proceed from filing of the charge to close of the hearing before a trial examiner in fiscal 1961 was a median of 87 days—a 45 percent reduction from the 159 days required in 1958.

To speed up case processing and provide increased service to the public, the NLRB established more regional offices during the 1960s, bringing the total to 31.



1. NLRB Senior Field Examiner Katherine Neel explains electioneering rules to Teamsters Local 107 President Edward Batisfore (second from right), Philadelphia, Pa., November 1962.



2. Meeting in General Counsel's "chart room," 1961. General Counsel Stuart Rothman is seated, center.

3. General Counsel's Conference, Carmel, Cal., 1964.



3

KOHLER CASE

ONE OF the longest and most extensively litigated cases in the history of the Board resulted in a 1961 decision involving a 54-day strike by the United Auto Workers at Kohler Co., a Wisconsin manufacturer of plumbing equipment.

The written record in the case, compiled in hearings conducted at intervals over four years, formed a stack of documents 16-feet high. The transcript consisted of 20,000 pages and there were 1,900 exhibits. The Board held that Kohler failed to bargain in good faith.

Kohler and the UAW eventually reached settlement in December 1965, in which the company agreed to pay individual workers \$3,000,000 in back pay and another \$1,500,000 for restoration of pension rights.



UAW members on picket line during strike against Kohler Co., in Kohler, Wis.



THREE DECADES, 25 MILLION VOTES

AS THE Board closed its third decade of operation in fiscal 1965, it had conducted some 140,000 representation elections and handled more than 200,000 unfair labor practice cases.

The 7,824 elections it conducted that year were more than 250 times the total of 31 for fiscal 1936, the first year of NLRB operation. Unfair labor practice cases in 1965 numbered 15,800, or 18 times the 865 cases in 1936.

Altogether, the agency in 1965 received 27,199 cases and disposed of 28,025 cases, setting new records.

The NLRB reached a milestone in industrial democracy in January 1967 when the 25,000,000th vote was cast in one of its secret ballot elections. The election occurred at a Reynolds Metals aluminum can manufacturing

plant in Woodbridge, New Jersey, in which employees chose the United Steelworkers of America to represent them in bargaining. Vice President Hubert H. Humphrey presided at a ceremony commemorating the occasion.



1. President Lyndon B. Johnson, 1966.

2. Ceremony celebrating 25 millionth vote cast in NLRB elections, March 1967. From left, AFL-CIO President George Meany, Leonard P. Scheno of Steelworkers, and William F. May of National Association of Manufacturers.

2