

BEFORE

NATIONAL LABOR RELATIONS BOARD

NATIONAL LABOR RELATIONS BOARD

CASE NO. 7-G-61

BOARD MEMBER RESPONDENT

EXHIBIT NO. 1

Said employee Seventh Region

IN THE MATTER OF

DATE 7/6/37

WITNESS

Ford Motor Co. McDowell
Ethel E. Fisher

ETHEL E. FISHER, OFFICIAL REPORT BY

In the Matter of,
FORD MOTOR COMPANY
and
INTERNATIONAL UNITED AUTOMOBILE WORKERS

CASE NO. VII-C-61

MOTION TO INTERVENE

And now, July 3rd, 1937, comes the Ford Brotherhood of America, Inc., a labor organization, as defined by section 2 (5) of the Wagner Labor Act, by Wm. S. McDowell, its general attorney, and asks leave to intervene in the above proceedings for the purpose of obtaining, for itself a certificate as representative of the production employees of the Ford Motor Company above named at its plants in the State of Michigan, which state on June 7, 1937 granted a Certificate of Incorporation to this intervenor, as a non profit corporation; and in opposition to granting said right to any other local, state or international organization whose membership is not restricted to the employees of said Ford Motor Company,

And sets forth:

1- The said Ford Brotherhood of America is, as stated a non profit Michigan corporation without capital stock and is financed exclusively by entrance fees and assessments by the Board of Trustees from time to time not exceeding \$1.00 in any one year, and as stated in Article VIII of its charter:

"B. Its membership shall be limited to the hourly employees of the Ford Motor Company, its subsidiary or affiliated corporations, and it may have a branch or unit in each of the plants, respectively, if advisable in the judgment of its trustees, but they shall never demand a closed shop nor shall they or any committee or officer declare a strike, walk out, or sit-down except same is duly authorized at a proper meeting by three fourths vote of the members employed in the particular unit or plant which such action shall directly affect and only after at least

from the date (June 3, 1937), he on, a photostat copy of said Co-
ten days notice in writing to the manager of
Employees Agree said particular plant."

Said employees being neither foremen, nor persons who have
the right to hire, discharge or discipline other employees of said
Company.

2. That this intervenor is referred to in paragraph 15
of the Complaint filed in this case and in which paragraph it is
averred:

"Employees of the respondent at its River Rouge
Plant were solicited within said Plant and during
working hours for membership in or affiliation
with a labor organization known as the 'Ford
Brotherhood of America, Inc.' which said
solicitation occurred with the knowledge and con-
sent and received support of respondent, its
officers, agents and employees".

Which allegations of fact this intervenor denies and further avers
that it is a labor organization voluntarily formed by the employees
of the respondent without any assistance or support financial or
otherwise from said respondent, its officers or agents, but only
from hourly employees qualified for membership in this Brotherhood.

3. That the intervenors, corporate purposes, are^{as} stated
in Article II. of its charter:

"A. The dealing with the Common Employer of the
members hereof concerning grievances, labor
disputes, wages, rates of pay, hours of employ-
ment and conditions of work, and forming a unit
in plant or plants for the purpose of collective
bargaining in accordance with Wagner Labor Act,
and any other similar legislation national or
state that may be enacted in regard thereto and
the furtherance of principles of true Americanism
by means of education as to proper conduct as to
enforcement of rights of employees and the extent
of the same as a class, and inducing legal and
reasonable acts upon the part of its members."

4. That production employees of said Company employed at
Rouge Plant, more than 12,000 have signed the Co-Employees Agreement
wherein and whereby they conferred upon the Trustees named, and this
intervenor corporation as a successor of said Trustees, the right to
represent such employees who have signed said agreement "in all
collective dealings with our common employer within the scope of
this agreement of said Wagner Labor Act for a period of one year

from the date (June 3, 1937), hereon, a photostat copy of said Co-Employees Agreement, being card No. 1000 is hereto attached, and made part hereof as Exhibit "A", and that other employees in various groups of ten or less have signed the duplicate printed copy, of said Exhibit "A", except as to the number of the card which number of said signature cards each having a group of employees thereon exceeding 2500 and said Exhibit "A" is an exact copy except as to signatures and the amount paid by each signature.

5. That the intervenor, a labor organization, was formed on the sole initiative of a number of the production employees of said plant, and that it, nor the Trustees have received nor will it or they receive any aid, comfort, or assistance or assurance of support from the Ford Motor Company; its officers or agents;

6. That the compensation of the organizers and those engaged in securing employees signatures to said agreement the corporation is the same as if such employees were employed at their respective tasks for the common employer, and further Trustees, their assistants, agents and officers or said Brotherhood were not paid, nor are they to be paid by said employer or on his behalf for the time they were engaged in perfecting the intervenor corporation.

7. That the intervenor is now and has been and shall be financed exclusively by dues, fees or assessments upon such employees as members thereof.

8. That of the original Trustees named in Co-Employees Agreement, Byrd Scott has since resigned and George I. Smith has been selected as his successor and as Trustees of said corporation in lieu of said Byrd Scott resigned, and is now acting as such officer of the intervenor organization.

9. That the Ford Brotherhood of America, on June 16, 1937 by letter duly received and addressed to the President of the Ford Motor Company its demand for collective bargaining in accordance with law in words as follows:

Dear Sir: