

**J. P. Stevens & Company, Inc. and Amalgamated Clothing and Textile Workers Union, AFL-CIO, CLC.** Cases 10-CA-12611, 10-CA-12838, 10-CA-13247, and 10--CA-12611

20 October 1983

**DECISION AND ORDER**

On 13 October 1983 J. P. Stevens & Company, Inc. (the Respondent), Amalgamated Clothing and Textile Workers Union, AFL-CIO, CLC (the Union), and the General Counsel of the National Labor Relations Board entered into a stipulation, in settlement of these cases, subject to approval of the Board. Pursuant to the Stipulation the parties seek to withdraw their exceptions and cross-exceptions to the Decision and Supplemental Decision issued by the administrative law judge on 27 April 1979 (JD-194-79) and 26 February 1982 (JD-97-82), respectively. The parties agreed that the Stipulation, the judge's Decision and Supplemental Decision, the amended consolidated complaint, and the record made before the judge would constitute the complete record in this case. Based on that record, the Stipulation provides that the Board, without further notice, could enter an Order based on the Order and Supplemental Order set forth in the judge's Decision and Supplemental Decision, as modified by the Stipulation.

The Board approves the Stipulation and has determined to issue the Order provided for in it. Accordingly, the Board affirms the rulings, findings, and conclusions of the judge in his Decision and Supplemental Decision and adopts the Orders set forth in those Decisions, as modified by the Stipulation.

**ORDER**

The National Labor Relations Board orders that the Respondent, J. P. Stevens & Company, Inc., Milledgeville, Georgia, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Telling employees that it would be futile for them to select the Amalgamated Clothing and Textile Workers Union, AFL-CIO, CLC, as their collective-bargaining representative and indicating to them that it would not bargain in good faith.

(b) Predicting a strike in the event the employees select the Union to represent them and threatening to replace employees in such event.

(c) Conveying to employees the idea that employees who sign union cards are disloyal to the Company and warning them that signing union cards can have serious consequences.

(d) Implying that employees might suffer reprisals by telling them that their signing of union cards may not be kept confidential.

(e) Engaging in surveillance of the union activities of its employees by acquiescing in the conduct of surveillance by the police department of the city of Milledgeville, Georgia, by assisting the police department by furnishing information on union meetings to public officials, by accepting lists of employee names obtained through the surveillance, or in any other manner engaging in surveillance.

(f) In any other 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 which it is found will effectuate the policies of the Act.

(a) Post in conspicuous places, including all places where notices to employees customarily are posted at the Respondent's Milledgeville, Georgia plant copies of the attached notice marked "Appendix." Copies of said notice will be furnished by the Regional Director for Region 10 and, after being signed by Respondent's representative, shall be posted immediately upon receipt thereof and maintained by the Respondent for 60 consecutive days thereafter. Reasonable steps shall be taken by the Respondent to insure that said notices are not altered, defaced, or covered by any other material.

(b) Notify the Regional Director in writing within 20 days from the date of this Order what steps the Respondent has taken to comply.

**APPENDIX**

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

The Act gives employees the following rights:

- To engage in self-organization
- To form, join, or assist any union
- To bargain collectively through representatives of their own choice
- To engage in activities together for the purpose of collective bargaining or other mutual aid or protection
- To refrain from the exercise of any or all such activities.

We intend to abide by your rights to engage in such activities.

WE WILL NOT tell you, or represent to you, that it will do you no good to select the Amalgamated Clothing and Textile Workers Union, AFL-CIO, CLC to represent you.

WE WILL NOT tell you that the Union cannot obtain for you better benefits or higher wages than are paid at our other plants or that we will not agree to better benefits or higher wages through collective bargaining.

WE WILL NOT tell you that there will be a strike in the event you select the Union to represent you and WE WILL NOT threaten to replace employees in such event.

WE WILL NOT suggest to you that we regard employees who sign union cards as disloyal to the Company.

WE WILL NOT warn you that there can be serious consequences if you sign union cards.

WE WILL NOT suggest that we will take reprisals against you by telling you that your signing a union card may not be kept confidential.

WE WILL NOT engage in surveillance of your union activities by agreeing to such surveillance by the police department of the city of Milledgeville, Georgia.

WE WILL NOT assist the police department of the city of Milledgeville, Georgia, in conducting a surveillance of your union meetings by furnishing public officials information about union meetings.

WE WILL NOT in any other manner engage in surveillance of your union activities.

J. P. STEVENS & COMPANY, INC.