

Trump Castle Associates, a New Jersey Limited Partnership, d/b/a Trump Castle Hotel Casino and International Alliance of Theatrical Stage Employees, Local 917, AFL-CIO and International Union of Operating Engineers Local 68A, AFL-CIO. Case 4-CA-19897

November 26, 1991

### DECISION AND ORDER

BY MEMBERS DEVANEY, OVIATT, AND  
RAUDABAUGH

On August 5, 1991, the General Counsel of the National Labor Relations Board issued a complaint alleging that the Respondent has violated Section 8(a)(5) and (1) of the National Labor Relations Act by refusing a request to bargain made by International Alliance of Theatrical Stage Employees, Local 917, AFL-CIO and International Union of Operating Engineers Local 68A, AFL-CIO (jointly referred to as the Union), following the Union's certification in Case 4-RC-17579. (Official notice is taken of the "record" in the representation proceeding as defined in the Board's Rules and Regulations, Secs. 102.68 and 102.69(g); *Frontier Hotel*, 265 NLRB 343 (1982).) The Respondent filed its answer admitting in part and denying in part the allegations in the complaint.

On October 21, 1991, the General Counsel filed a Motion for Summary Judgment. On October 25, 1991, the Board issued an order transferring the proceeding to the Board and a Notice to Show Cause why the motion should not be granted. The Respondent filed a response on November 8, 1991.

The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

#### Ruling on Motion for Summary Judgment

In its answer and response to the Notice to Show Cause, the Respondent admits its refusal to bargain, but attacks the validity of the certification on the basis of the Board's unit determination in the representation proceeding.

All representation issues raised by the Respondent were or could have been litigated in the prior representation proceeding. The Respondent does not offer to adduce at a hearing any newly discovered and previously unavailable evidence, nor does it allege any special circumstances that would require the Board to reexamine the decision made in the representation proceeding. We therefore find that the Respondent has not raised any representation issue that is properly litigable in this unfair labor practice proceeding. See *Pittsburgh Plate Glass Co. v. NLRB*, 313 U.S. 146, 162 (1941). Ac-

cordingly, we grant the Motion for Summary Judgment.<sup>1</sup>

On the entire record, the Board makes the following

### FINDINGS OF FACT

#### I. JURISDICTION

The Respondent is a New Jersey limited partnership engaged in the operation of a hotel and casino in Atlantic City, New Jersey. During the year preceding issuance of the complaint, a representative period, the Respondent derived gross revenues in excess of \$500,000, and during the same period it purchased and received goods and materials valued in excess of \$50,000 directly from points and places outside the State of New Jersey. We find that the Respondent is an employer engaged in commerce within the meaning of Section 2(6) and (7) of the Act and that the Union is a labor organization within the meaning of Section 2(5) of the Act.

#### II. ALLEGED UNFAIR LABOR PRACTICES

##### A. The Certification

Following the election held on June 4, 1991, the Union was certified on June 13, 1991, as the collective-bargaining representative of the employees in the following appropriate unit:

All full-time and regular part-time entertainment technicians, audio visual technicians and group leaders, including grounds technicians, stage technicians and wardrobe employees employed by the Employer in its entertainment department, excluding all other employees, office clerical employees, guards and supervisors as defined in the Act.

The Union continues to be the exclusive representative under Section 9(a) of the Act.

##### B. Refusal to Bargain

Since on or about June 18, 1991, the Union has requested the Respondent to bargain, and since on or about June 24, 1991, the Respondent has refused. We find that this refusal constitutes an unlawful refusal to bargain in violation of Section 8(a)(5) and (1) of the Act.

<sup>1</sup> Contrary to the Respondent's assertion in its first and fourth affirmative defenses in its answer, the complaint clearly sets forth a cause of action and states a claim on which relief can be granted. Further, the Respondent neither explains, nor provides support for, its contention, raised as a second and third affirmative defense in its answer, that this proceeding is barred by the doctrines of "estoppel" and "unclean hands." Accordingly, the Respondent's affirmative defenses are without merit.

## CONCLUSION OF LAW

By refusing on and after June 24, 1991, to bargain with the Union as the exclusive collective-bargaining representative of employees in the appropriate unit, the Respondent has engaged in unfair labor practices affecting commerce within the meaning of Section 8(a)(5) and (1) and Section 2(6) and (7) of the Act.

## REMEDY

Having found that the Respondent has violated Section 8(a)(5) and (1) of the Act, we shall order it to cease and desist, to bargain on request with the Union, and, if an understanding is reached, to embody the understanding in a signed agreement. To ensure that the employees are accorded the services of their selected bargaining agent for the period provided by law, we shall construe the initial period of the certification as beginning the date the Respondent begins to bargain in good faith with the Union. *Mar-Jac Poultry Co.*, 136 NLRB 785 (1962); *Lamar Hotel*, 140 NLRB 226, 229 (1962), enfd. 328 F.2d 600 (5th Cir. 1964), cert. denied 379 U.S. 817 (1964); *Burnett Construction Co.*, 149 NLRB 1419, 1421 (1964), enfd. 350 F.2d 57 (10th Cir. 1965).

## ORDER

The National Labor Relations Board orders that the Respondent, Trump Castle Associates, A New Jersey Limited Partnership, d/b/a Trump Castle Hotel Casino, Atlantic City, New Jersey, its officers, agents, successors, and assigns, shall

## 1. Cease and desist from

(a) Refusing to bargain with International Alliance of Theatrical Stage Employees, Local 917, AFL-CIO and International Union of Operating Engineers Local 68A, AFL-CIO, as the exclusive bargaining representative of the employees in the bargaining unit.

(b) In any like or related 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 necessary to effectuate the policies of the Act.

(a) On request, bargain with the Union as the exclusive representative of the employees in the following appropriate unit on terms and conditions of employment, and if an understanding is reached, embody the understanding in a signed agreement:

All full-time and regular part-time entertainment technicians, audio visual technicians and group leaders, including grounds technicians, stage technicians and wardrobe employees em-

ployed by the Employer in its entertainment department, excluding all other employees, office clerical employees, guards and supervisors as defined in the Act.

(b) Post at its facility in Atlantic City, New Jersey, copies of the attached notice marked "Appendix."<sup>2</sup> Copies of the notice, on forms provided by the Regional Director for Region 4, after being signed by the Respondent's authorized representative, shall be posted by the Respondent immediately upon receipt and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material.

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

<sup>2</sup> If this Order is enforced by a judgment of a United States court of appeals, the words in the notice reading "Posted by Order of the National Labor Relations Board" shall read "Posted Pursuant to a Judgment of the United States Court of Appeals Enforcing an Order of the National Labor Relations Board."

## APPENDIX

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

The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

WE WILL NOT refuse to bargain with International Alliance of Theatrical Stage Employees, Local 917, AFL-CIO and International Union of Operating Engineers Local 68A, AFL-CIO, as the exclusive representative of the employees in the bargaining unit.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for our employees in the bargaining unit:

All full-time and regular part-time entertainment technicians, audio visual technicians and group leaders, including grounds technicians, stage technicians and wardrobe employees employed by the Employer in its entertainment department, excluding all other employees,

office clerical employees, guards and supervisors as defined in the Act.

TRUMP CASTLE ASSOCIATES, A NEW  
JERSEY LIMITED PARTNERSHIP,  
D/B/A TRUMP CASTLE HOTEL  
CASINO