

**OFFICE OF THE GENERAL COUNSEL
Division of Operations-Management**

MEMORANDUM OM 03-50

February 27, 2003

TO: All Regional Directors, Officers-in-Charge,
and Resident Officers

FROM: Richard A. Siegel, Associate General Counsel

SUBJECT: Coordination of Cases Involving J. D. Steel Co., Inc.

Charges have been filed in Regions 17, 18, 20 and 28 against J. D. Steel Co., Inc., (J. D. Steel) a structural steel erection contractor with job sites at various locations throughout the country. The charges, filed by several Ironworker Union Locals, generally allege that the Employer is refusing to consider for hire and/or refusing to hire applicants because of their union membership. The cases involve the Employer's use of an Internet based system for soliciting and screening employment applications and appear to relate to a salting campaign being conducted by the International Association of Bridge, Structural, Reinforcing & Ornamental Ironworkers, AFL-CIO.

In light of the broad geographic impact of what appears to be a company-wide policy, coordination of the processing of these cases is appropriate. Region 25 (Indianapolis) will take over investigation of all of the outstanding J. D. Steel cases arising from this situation. Assistant to the General Counsel Shelley Korch will serve as the Washington coordinator.

If you have any J.D. Steel cases that have been docketed and are currently pending in your Region, please fax copies of the charges and service sheets to Assistant to the Regional Director, Roger LaForge in Indianapolis and AGC Korch in Operations. Upon receipt of the charge, Region 25 will provide a case number and AGC Korch will arrange for a transfer order. In the event a party presents a charge to a Region (other than Region 25) for docketing after the distribution of this memo, the case should be forwarded to Indianapolis for initial docketing and service. Please e-mail ARD LaForge to advise him of the new filing and fax a copy of the charge.

Region 25 is planning to utilize questionnaires to obtain preliminary information from the Charging Parties' witnesses, so Board agents from the Indianapolis Regional Office will make the initial contact when they receive a copy of the charge. If the investigation of charges already filed in your office is underway and there are questions about whether to continue the investigation of

pending charges, please call ARD La Forge for direction. If it is determined, at a later date, that a face-to-face interview with a witness is necessary, Region 25 will contact the appropriate Region and make a specific request.

In the event a merit determination is reached on any of these cases, Region 25 will handle settlement discussions. If a decision is made to issue complaint on any of these cases, a decision on whether to consolidate cases for trial will be made at that time, based upon the facts of the case.

If you have any questions concerning this matter, please contact Assistant to the General Counsel Shelley Korch at (202) 273-2883.

/s/
R.A.S.

cc: NLRBU

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