



NATIONAL MEDIATION BOARD
WASHINGTON, DC 20572

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In the Matter of the
Application of

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS

alleging a representation dispute
pursuant to Section 2, Ninth, of
the Railway Labor Act, as
amended

involving employees of

HAWAIIAN AIRLINES, INC.

45 NMB No. 6

CASE NO. R-7511
(File No. CR-7178)

FINDINGS UPON
INVESTIGATION-
DISMISSAL

January 16, 2018

This determination addresses the application of the International Association of Machinists and Aerospace Workers (IAM) alleging a representation dispute pursuant to the Railway Labor Act (RLA),¹ 45 U.S.C. § 152, Ninth (Section 2, Ninth), among Maintenance Planners and Production Controllers at Hawaiian Airlines, Inc. (Carrier or Hawaiian). The IAM maintains that the applied-for employees belong in the Mechanics and Related Employees craft or class at Hawaiian, and that the National Mediation Board (Board or NMB) has already certified it as the representative of that craft or class.

For the reasons set forth below, the Board finds that it has previously determined that Hawaiian's Maintenance Planners and Production Controllers belong in the Mechanics and Related Employees craft or class and that there is no basis to alter that determination.

¹ 45 U.S.C. § 151, *et seq.*

PROCEDURAL BACKGROUND

On October 13, 2017, the IAM filed an application alleging a representation dispute involving Maintenance Planners and Production Controllers² at Hawaiian. The IAM requested that the Board accrete those employees to the Mechanics and Related Employees craft or class, and supported its request with authorization cards. The application was given NMB File No. CR-7178 and Andres Yoder was assigned as the Investigator.

On October 27, 2017, Hawaiian submitted the List of Potential Eligible Voters and signature samples for those potential eligible voters. On November 22, 2017, in response to a Board request, Hawaiian submitted a statement and supporting documentation. On December 12, 2017, the IAM replied to Hawaiian with its own statement and supporting documentation.

DISCUSSION

In 1951, the Board certified the IAM as the representative of Hawaiian's Mechanics and Related Employees craft or class in NMB Case No. R-2401 (July 13, 1951). In 2002, the Board specifically found that Maintenance Planners and Controllers at Hawaiian were part of the Mechanics and Related Craft or Class. *Hawaiian Airlines, Inc.*, 29 NMB 308 (2002) (*Hawaiian*).

In *Hawaiian*, the Board rejected Hawaiian's assertion that these employees were management officials because they possessed the discretion to commit Carrier funds by contracting with outside vendors for routine, heavy maintenance of Hawaiian aircraft. *Id.* The Board further found that these employees performed duties that involved the development and implementation of maintenance plans, the analysis of workload forecasts or other planning data, the analysis of aircraft and maintenance schedules, and the coordination and control of the scheduling of the maintenance workload; and that the Board had consistently held that individuals who perform such duties share a work-related community of interest with Mechanics and Related Employees. *Id.*; see *Allegheny Airlines, Inc.*, 26 NMB 487 (1999); *Mesaba Airlines*, 26 NMB 227 (1999); *US Airways*, 26 NMB 359 (1999); *AirTran Airways, Inc.*, 28 NMB 603 (2001).

² In its application, the IAM called the employees who perform this job "Production Planners." However, Hawaiian calls them "Production Controllers."

The position descriptions submitted by Hawaiian demonstrate that the core duties of the Maintenance Planners and Production Controllers remain unchanged since 2002. There is also no evidence that these employees possess management authority. Hawaiian once again asserts that these employees are management officials because they “perform as an extension of Management” to ensure Hawaiian’s maintenance schedules are on track and communicate primarily with vendors, supervisors, and Hawaiian’s stakeholders. Hawaiian concedes, however, that they do not directly manage maintenance budgets.

Given the record in this case, the Board concludes that there is no relevant difference between the Maintenance Planner job described in *Hawaiian* and the Maintenance Planner job at issue in this case; and no relevant difference between the Controller job described in *Hawaiian* and the Production Controller job at issue in this case. Accordingly, the Board sees no reason to disturb its previous determination that those positions are part of Hawaiian’s Mechanics and Related Employees craft or class.

CONCLUSION

The Board finds that it has previously determined that Hawaiian’s Maintenance Planners and Production Controllers belong in the Mechanics and Related Employees craft or class and that there is no basis to alter that determination. Therefore, because the Maintenance Planners and Production Controllers are and remain properly included in the Mechanics and Related Employees craft or class at Hawaiian, there is no further basis to proceed, and NMB File No. CR-7178 is converted to NMB Case No. R-7511 and dismissed.

By direction of the NATIONAL MEDIATION BOARD.


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