



NATIONAL MEDIATION BOARD

WASHINGTON, DC 20572

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38 NMB No. 6

October 26, 2010

VIA EMAIL & US MAIL

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Re: NMB Case No. R-7252
Piedmont Airlines / CWA

Participants:

This determination addresses the submissions dated August 31, 2010 from Piedmont Airlines, Inc. (Carrier or Piedmont) and October 6, 2010 from the Communication Workers of America (Organization or CWA) to the National Mediation Board (NMB or Board) regarding the ongoing election in the Fleet and Passenger Service craft or class. Specifically, the Carrier alleged that CWA interfered with the election process by using improper means to access employees and misrepresenting Board procedures. CWA alleged that the Carrier has interfered with laboratory conditions by conducting one-on-one and small group meetings with employees; by interrogating, harassing, and surveilling employees; and by denying CWA representatives access to employees. The Carrier responded to CWA's allegations on October 14, 2010 asserting that there are no extraordinary circumstances that warrant a pre-tally investigation and denying specific allegations.

As previously noted in the Investigators' September 22, 2010 eligibility determinations, the Board does not generally investigate interference allegations during the election period. Barring extraordinary circumstances, the Board does not take action on allegations of interference until the end of the voting period. *See, e.g. Delta Air Lines, Inc., 38 NMB 7 (2010)*. Because the Board in this case does not find extraordinary circumstances that would require Board action at this time, any allegations regarding conduct during the election period will be addressed, if appropriate, at the end of the voting period consistent with the Board's usual practice.

By direction of the NATIONAL MEDIATION BOARD.

A handwritten signature in cursive script that reads "Mary L. Johnson".

Mary L. Johnson
General Counsel