



NATIONAL MEDIATION BOARD
WASHINGTON, DC 20572

(202) 692-5000

In the Matter of the
Application of the

ASSOCIATION OF FLIGHT
ATTENDANTS

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

involving employees of

UNITED AIR
LINES/CONTINENTAL AIRLINES

38 NMB No. 43

CASE NO. R-7283
(File No. CR-7002)

FINDINGS UPON
INVESTIGATION-
AUTHORIZATION OF
ELECTION

April 26 , 2011

On January 18, 2011, the Association of Flight Attendants-CWA, AFL-CIO (AFA) filed an application pursuant to the Railway Labor Act, as amended, 45 U.S.C. § 152, Ninth, alleging a representation dispute involving the craft or class of Flight Attendants. The application was assigned File No. CR-7002. For the reasons set forth below, this decision directs an election among the Flight Attendants.

At the time this application was filed, the Flight Attendants on United Air Lines (United) were represented by AFA pursuant to the Board's certification in NMB Case No. R-3459 and the Flight Attendants at Continental Airlines (Continental) and Continental Micronesia (CMI) were represented by the International Association of Machinists and Aerospace Workers, AFL-CIO (IAM) pursuant to the Board's certifications in NMB Case Nos. R-5352 and R-5337. The Board assigned Maria-Kate Dowling to investigate.

The Board found in *United Air Lines/Continental Airlines*, 38 NMB 124 (2011), that United, Continental, and CMI comprised a single transportation

system. The Board based this determination on its investigation, including submissions from the participants.

AUTHORIZATION OF ELECTION

Once the Board determines that a single transportation system exists, it examines the potential representation issues. The Board has extended an organization's certification to cover employees in the craft or class on the entire system when the numbers of employees on each part of the system are not comparable. See *American Airlines, Inc./TWA Airlines, LLC*, 29 NMB 260 (2002); *Continental Airlines/Continental Express*, 20 NMB 582 (1993); *Air Wisconsin, Inc./Aspen Airways, Inc.*, 18 NMB 336 (1991).

The Board's investigation establishes that there are approximately 15,147 Flight Attendants on the pre-merger United part of the system and approximately 9,458 on the pre-merger Continental and CMI part of the system. These numbers are comparable and the Board authorizes an election among the craft or class of Flight Attendants, employees of United Air Lines, using a cut-off date of December 31, 2010. AFA and IAM will appear on the ballot and the count will take place in Washington, DC.

The Carrier is hereby required to furnish, within 5 calendar days, 1" X 2-5/8" peel-off labels bearing the alphabetized names and current addresses of those employees on the List of Potential Eligible Voters. The Carrier must print the same sequence number from the List of Potential Eligible Voters beside each voter's name on the address label. The Carrier must also provide to the Board the name and sequence number of those potential eligible voters who reside outside of the United States.

By direction of the NATIONAL MEDIATION BOARD.



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