



NATIONAL MEDIATION BOARD
WASHINGTON, DC 20572

(202) 692-5000

In the Matter of the
Application of the

INTERNATIONAL ASSOCIATION
OF MACHINISTS

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. 49

CASE NO. R-7286
(File No. CR-7005)

FINDINGS UPON
INVESTIGATION-
AUTHORIZATION OF
ELECTION

June 9, 2011

On January 19, 2011, the International Association of Machinists and Aerospace Workers (IAM) 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 Fleet Service Employees. The application was assigned File No. CR-7005. For the reasons set forth below, this decision authorizes an election among the Fleet Service Employees.

At the time this application was filed, the Fleet Service Employees on United Air Lines (United) were represented by IAM pursuant to the Board's certification in NMB Case No. R-4761 and the Fleet Service Employees at Continental Airlines (Continental) and Continental Micronesia (CMI) were represented by the International Brotherhood of Teamsters (IBT) pursuant to the Board's certifications in NMB Case Nos. R-7228 and R-5340. The Board assigned Angela I. Heverling to investigate.

The Board found in *United Air Lines/Continental Airlines*, 38 NMB 185 (2011), that United, Continental, and CMI comprised a single transportation

system for the craft or class of Fleet Service Employees. 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 6,862 Fleet Service Employees on the pre-merger United part of the system and approximately 7,443 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 Fleet Service Employees of United Air Lines, using a cut-off date of January 15, 2011. IAM and IBT 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.



Mary L. Johnson
General Counsel

Copies to:
Scott J. Dolan
P. Douglas McKeen
Robert A. Siegel

Robert Roach, Jr.
Jay Cronk
David Neigus
David Bourne
Edward Gleason
Nick Manicone