



**NATIONAL MEDIATION BOARD**  
WASHINGTON, DC 20572

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In the Matter of the Application of the  INTERNATIONAL BROTHERHOOD OF TEAMSTERS  alleging a representation dispute pursuant to Section 2, Ninth, of the Railway Labor Act, as amended  involving employees of  UNITED AIR LINES AND CONTINENTAL AIRLINES	40 NMB No. 57  CASE NO. R-7363 (File No. CR-7081)  FINDINGS UPON INVESTIGATION  May 15, 2013
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This determination addresses the application filed by the International Brotherhood of Teamsters (IBT). IBT requests the National Mediation Board (NMB or Board) to investigate whether United Air Lines (United or UAL), Continental Airlines (Continental), and Continental Micronesia (CMI) (collectively the Carriers) are operating as a single transportation system for the craft or class of Mechanics and Related Employees.

The investigation establishes that United, Continental, and CMI constitute a single transportation system for the craft or class of Mechanics and Related Employees.

PROCEDURAL BACKGROUND

On October 1, 2010, United notified the Board that it “implemented an Agreement and Plan of Merger dated May 2, 2010, resulting in the merger of United Air Lines, Inc. and Continental.” On September 13, 2012, IBT filed an application alleging a representation dispute involving the craft or class of Mechanics and Related Employees. IBT represents all of the Mechanics and

Related Employees at United, Continental, and CMI. At United, IBT was certified as the representative of the Mechanics and Related Employees in Case No. R-7141. *United Airlines, Inc.*, 35 NMB 125 (2008). The collective bargaining agreement (CBA) between United and IBT becomes amendable on June 30, 2013. There are approximately 7896 individuals in this pre-merger United craft or class, including active employees, furloughed employees, and employees on authorized leaves of absence.

At Continental, the Mechanics and Related Employees are represented by IBT pursuant to certification in Case No. R-6513. *Continental Airlines, Inc.*, 24 NMB 516 (1997). The CBA between Continental and IBT became amendable on December 31, 2012. There are approximately 3679 individuals in this pre-merger Continental craft or class, including active employees, furloughed employees, and employees on authorized leaves of absence.

At CMI, the Mechanics and Related Employees are represented by IBT pursuant to certification in Case No. R-5083, *Air Micronesia*, 7 NMB 428 (1980) and a subsequent accretion decision, *Continental Airlines, Inc./Continental Micronesia, Inc.*, 27 NMB 76 (1999). The CBA between CMI and IBT became amendable on December 27, 2009. There are approximately 99 individuals in this pre-merger CMI craft or class, including active employees, furloughed employees, and employees on authorized leaves of absence.

The Board assigned IBT's application NMB File No. CR-7081. The Board assigned Angela I. Heverling to investigate and requested that the Carriers provide information regarding their operations. The Carriers submitted a position statement on October 26, 2012 and additional information upon request on March 14, 2013.

### ISSUES

Are United, Continental, and CMI operating as a single transportation system? If so, what are the representation consequences? Which employees are appropriately in the Mechanics and Related Employees craft or class at the combined Carrier?

### CONTENTIONS

#### United and Continental

The Carriers state that United, Continental, and CMI comprise a single transportation system for the craft or class of Mechanics and Related

Employees. According to the Carriers, the Board should find a single transportation system for the reasons that it did so in other crafts and classes at the Carrier. See *United Air Lines/Continental Airlines*, 38 NMB 124 (2011) (flight attendants); *United Air Lines/Continental Airlines*, 38 NMB 161 (2011)(stock clerks); *United Air Lines/Continental Airlines*, 38 NMB 185 (2011)(fleet service).

The Carriers also contend further investigation is required regarding the composition of Mechanics and Related Employees craft or class at the combined Carrier. The craft or class at pre-merger United included employees with the job title of Flight Simulator Technician and Lead Flight Simulator Technician. At pre-merger Continental, Flight Simulator Engineers were a separate craft or class. The Carriers argue that employees with flight simulation duties should be in a separate craft or class rather than in the Mechanics and Related Employees craft or class.

The Carriers also note that Maintenance Controllers are part of the Mechanics and Related Employee craft or class at pre-merger United while they are not at pre-merger Continental and CMI. The Carrier does not take a position on whether these employees belong in the Mechanics and Related craft or class at the combined Carrier. Computer Technicians, Lead Computer Technicians, Metrologists, Maintenance Planning Analysts, and Draftsmen are also part of the Mechanics and Related craft or class at pre-merger United but not at the other pre-merger carriers. The Carriers do not take a position on where these employees belong.

#### IBT

IBT agrees with the Carriers that the Board should find that United, Continental, and CMI are a single carrier. IBT contends that the employees who perform flight simulator functions should be part of the Mechanics and Related craft or class at the merged carrier. Like the Carriers, IBT also does not take a position on whether the Maintenance Controllers should be part of the Mechanics and Related craft or class.

#### FINDINGS OF LAW

Determination of the issues in this case is governed by the Railway Labor Act, as amended, 45 U.S.C. § 151, *et seq.* Accordingly, the Board finds as follows:

I.

United, Continental, and CMI are common carriers as defined in 45 U.S.C. § 181, First.

II.

IBT is labor organization and/or representative as defined in 45 USC § 151, Sixth, and § 152, Ninth.

III.

45 U.S.C. § 152, Fourth, gives employees subject to its provisions, “the right to organize and bargain collectively through representatives of their own choosing. The majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for purposes of this chapter.”

IV.

45 U.S.C. § 152, Ninth, provides that the Board has the duty to investigate representation disputes and to designate who may participate as eligible voters in the event an election is required. In determining the choice of the majority of employees, the Board is “authorized to take a secret ballot of the employees involved or to utilize any other appropriate method of ascertaining the names of their duly designated and authorized representatives . . . by the employees without interference, influence, or coercion exercised by the carrier.”

## STATEMENT OF FACTS

### Background

Prior to the merger, United was a wholly-owned subsidiary of UAL Corporation, headquartered in Chicago, Illinois, and operating approximately 3,400 flights a day on United and United Express. Continental was a publicly-held company headquartered in Houston, Texas, operating 2,200 daily departures, including regional flights operated on Continental’s behalf. CMI is a subsidiary of Continental that operates from a hub in the U.S. territory of Guam. CMI was managed entirely by Continental; it utilized Continental’s name, livery, and logo; and its flights were marketed through the Continental reservations office and website.

On October 1, 2010, United notified the Board that on that date it “implemented an Agreement and Plan of Merger dated May 2, 2010, resulting

in the merger of United Air Lines, Inc. and Continental.” After October 1, 2010, the Carriers informed their customers of the merger. The message was communicated through emails from new Chief Executive Officer Jeffrey A. Smisek to members of both frequent flier programs. It was also communicated to customers through advertisements in national media outlets, information posted on the Carriers’ websites, a video by Smisek shown as part of pre-flight announcements on both Carriers, articles in the Carriers’ inflight magazines, and other media outlets.

As noted above, employees in the Mechanics and Related Employees craft or class are represented by the IBT at Continental, United, and CMI.

#### Common Corporate Ownership

On May 2, 2010, UAL and Continental entered into an Agreement and Plan of Merger (Merger Agreement). Under the Merger Agreement, UAL would acquire all of the outstanding stock of Continental. The Merger Agreement became effective on October 1, 2010. UAL has been renamed United Continental Holdings, Inc. (UCH), and United and Continental are currently wholly-owned subsidiaries of UCH. UCH has a single board of directors, elected by former UAL and Continental shareholders. Glenn Tilton, former Chief Executive Officer at UAL and United, now serves as non-executive chairman of the UCH Board of Directors. Jeffrey A. Smisek, former Chief Executive Officer of Continental, now serves as President and Chief Executive Officer of UCH, United, and Continental.

#### Management and Labor Relations

According to declarations of P. Douglas McKeen, Senior Vice President-Labor Relations for United and Continental, on October 1, 2010, the Boards of UCH, United, and Continental approved the appointment of approximately 60 officers for the combined companies. The executive offices of the Carriers have been combined and all senior executives are relocated in Chicago. All of the managing director and director positions for the combined company have been filled.

United and Continental have appointed a single group of officers responsible for labor relations. Michael Bonds, formerly the chief labor and human resources officer for Continental, is now Executive Vice President-Human Resources and Labor Relations for both Carriers. McKeen was formerly Senior Vice President-Labor Relations at United and is now responsible for labor relations at both Carriers. Jeffrey Wall is now Vice

President-Labor Relations for both Carriers.

### Labor Protection Provisions and Interim Agreements

According to McKeen, all of the affected employees are covered by labor protective provisions. They are entitled, under the McCaskill-Bond Amendment, to the benefits of Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions formerly issued by the Civil Aeronautics Board. Most of the existing CBAs include a contractual obligation to the same effect.

### Personnel Policies and Employee Benefits

The personnel functions of United and Continental have been combined under the leadership of Michael Bonds. R. Douglas Rose, who was formerly Vice President-Total Rewards at United, is now Vice President-Human Resources for the combined Carrier. He has responsibility for strategic planning of human resources, compensation, and benefits for all 87,000 employees. Donna Towle, who was formerly Director of Human Resources for Continental, is Vice President-Employee Relations and manages a large team of employee relations representatives for the Carriers.

On October 1, 2010, the combined Carriers issued uniform personnel policies in a number of areas. These included the "Working Together Guidelines," the primary personnel policy governing all employees. The guidelines include a policy known as the "Working Together Expectations," which is a set of employee personnel guidelines that replaced the previous guidelines at United and Continental. On October 1, 2010, the combined Carriers also issued a common Equal Employment Opportunity policy, a common dress code for non-uniformed employees, and travel policies that provided reciprocal benefits for employees of both Carriers. According to McKeen, the combined Carriers have adopted a new compensation structure for management employees, replacing the compensation structures at United and Continental.

The combined Carriers have issued additional personnel policies, including a common perfect attendance reward policy, a common on-time bonus program, a common profit sharing program, a common solicitation policy, a common smoke-free workplace policy, common holiday schedules for management and unrepresented employees, a common policy on office closings under adverse conditions, a common vacation policy for management and unrepresented employees, a common policy on seniority and service credit, and a common performance management statement. The combined Carriers have

adopted a new compensation structure for management employees that replaced the pre-existing compensation structures at both carriers.

According to McKeen, the Carriers implemented “Flying Together,” a common homepage for the existing intranet systems used by United and Continental for communication with and among employees. “United Daily” is a daily newspaper that serves all employees of the combined company; “United World” is a monthly newspaper-style communication distributed to the combined employee group; and “United Connections” is a quarterly magazine-style publication.

#### FAA Operating Certificate

In October of 2010, the Carriers obtained approval from the Federal Aviation Administration (FAA) for a transition plan for moving to a single operating certificate. The FAA issued the single operating certificate in November of 2011. The FAA had already granted Continental’s request for a single operating certificate to combine it and CMI.

#### Routes and Schedules

For two years prior to the merger, United and Continental had maintained a code-sharing and alliance agreement under which a large number of flights were already operated under both airlines’ codes. According to McKeen, United and Continental had highly complementary route structures. The Carriers have integrated routes and schedules by redeploying certain aircraft and crews from pre-existing United routes to pre-existing Continental routes, and vice versa, to meet the needs of markets and seasonal traffic fluctuations.

#### Frequent Flyer Programs, Clubs, and Credit Cards

In October of 2010, the Carriers integrated frequent flyer and airport club benefits so that members of both Carriers’ programs receive benefits and club access while flying on either Carrier. The Carriers have since completely merged the United MileagePlus and Continental OnePass programs into a single frequent flyer program. The Carriers’ airport lounges, the Red Carpet Club and the Presidents’ Club, have been consolidated into UnitedClub.

#### Customer Service Policies and Fees

As of August 12, 2011, the Carriers had relocated operations to the same

terminal at many airports worldwide, including all hubs. According to McKeen, the schedule for combining ticket counters and gates at other airports at which both Carriers operate is being developed based on lease agreements and approval requirements from local airport authorities. The Carriers have consolidated or are in the process of consolidating other airport real estate, such as offices, break rooms, and storage rooms, wherever possible.

#### Corporate Name, Livery, Logos, and Uniforms

In the Merger Agreement, the Carriers agreed that the combined Carrier would be known as United, but that it would adopt livery and a marketing identity consisting of the United name and the Continental colors and logo. Aircraft are being repainted with the new livery as they are taken out of service for regularly-scheduled maintenance. Additional aircraft with the new livery are entering service on a regular basis. Aircraft operated by the Carrier's regional partners will be repainted in the new livery with the name United Express with repainting of those aircraft on a schedule similar to the mainline aircraft. The Carriers are far along in the process of integrating livery and uniforms. Until uniforms are integrated, the Carriers have issued common accessories.

Beginning at Chicago O'Hare, the Carriers completely transformed airport check-in and boarding areas with new signage reflecting United's branding. This rebranding is now completed. The Carriers undertook an advertising campaign under the United name and connect with followers via a unified Twitter handle and Facebook page.

#### Reservations

Since March 3, 2012, the Carriers have used a combined passenger service and reservations system and all flights are marketed under the same "UA" code.

#### Mechanics and Related Employees

As noted above, the Mechanics and Related Employees at both pre-merger carriers are represented by IBT. These employees at pre-merger United are subject to a CBA that becomes amendable on June 30, 2013. These employees at pre-merger Continental are subject to a CBA that became amendable on December 31, 2012. The Mechanics and Related Employees at CMI are also represented by IBT and subject to a CBA that became amendable on December 27, 2009.



Maintenance Controllers are not part of the Mechanics and Related Employees craft or class at pre-merger Continental or CMI, where they are treated as management employees. The Board has previously determined that these employees were part of the Mechanics and Related craft or class at pre-merger United. *See United Airlines, Inc.*, 28 NMB 533, 562-64 (2001). These employees, however, are not currently represented by the IBT and the current CBA at pre-merger United does not purport to represent them.

Maintenance Controllers report to the Senior Manager of Technical Operations Maintenance Control (TOMC). The Senior Manager reports to the Managing Director of TOMC. The Maintenance Controller job classification includes the job titles of Fleet Controller and Engine Controller. According to the Carriers, Maintenance Controllers have the “primary responsibility for ensuring the dispatch of airworthy, legal and technically-sound aircraft.” Maintenance Controllers do not perform maintenance but they make decisions regarding the appropriate actions necessary for the continued operation of aircraft. The responsibilities of employees in this job classification at pre-merger United have been changed through the merger process to match the responsibilities of Maintenance Controllers at pre-merger Continental.

Maintenance Controllers have the authority to approve the removal of an aircraft from service, approve the return of an out-of-service aircraft, approve identified aircraft defects for deferral, and authorize an aircraft to fly an “Extended Twin Overwater flight.” These employees direct, approve, or reject the maintenance activities of other employees in the Mechanics and Related craft or class, including Line Supervisors, Lead Technicians, and Technicians. Maintenance Controllers provide directives to these other employees on matters including work assignments, maintenance methods, and maintenance priorities. Maintenance Controllers also recommend discipline for these employees to the Senior Managers and, according to Don Klaus, Managing Director TOMC, “[t]he recommendations of Maintenance Controllers are given significant weight in the discipline process.”

Maintenance Controllers coordinate maintenance for locations that do not have on-site company maintenance and decisions made in this role do not require approval from management officials. They are authorized to direct the purchase of necessary parts and assemblies without additional approval. Maintenance Controllers also assist the Operational Engineering team in developing new system-wide maintenance policies and procedures.

Maintenance Controllers can independently determine that delivery of parts or personnel to a repair site requires the charter of Carrier aircraft.

When this occurs, a Maintenance Controller is authorized to engage a charter for up to \$250,000 in conjunction with a Senior Manager. Maintenance Controllers have salaries in the same range as management officials at the Carriers.

A further distinction between the composition of the craft or class at the merging carriers has been addressed in a prior case. At pre-merger United, Flight Simulator Technicians and Lead Flight Simulator Technicians were included in the Mechanics and Related Employees craft or class while they were part of the Simulator Technicians craft or class at pre-merger Continental. The Board has determined that these employees are appropriately in the Flight Simulator craft or class at the combined carrier. *See United Air Lines/Continental Airlines*, 40 NMB 93, 106 (2013).

Computer Technicians, Lead Computer Technicians, Metrologists, Maintenance Planning Analysts, and Draftsmen are also part of the Mechanics and Related Employees craft or class at pre-merger United but not at the other pre-merger carriers. The Board accreted the Metrologists into the craft or class in *United Airlines, Inc.*, 6 NMB 252 (1977). *See also United Air Lines, Inc.*, 32 NMB 75, 105 (2004) (Maintenance Planning Analysts are properly part of the Mechanics and Related Employees craft or class).

In *United Air Lines, Inc.*, 28 NMB 291 (2001), the Board determined that Draftsmen were part of the Mechanics and Related craft or class at United because of their community of interest with employees who perform flight simulation work in that craft or class. These employees have since been found to be part of the Fleet Technical Instructors craft or class at the merged carrier. *United Airlines/Continental Airlines*, 39 NMB 491 (2012).

## DISCUSSION

### I.

#### The Board's Authority

45 U.S.C. § 152, Ninth, authorizes the Board to investigate disputes arising among a carrier's employees over representation and to certify the duly authorized representative of such employees. The Board has exclusive jurisdiction over representation questions under the RLA. *General Comm. of Adjustment v. M.K.T. R.R.*, 320 U.S. 323 (1943); *Switchmen's Union of N. Am. v. Nat'l Mediation Bd.*, 320 U.S. 297 (1943). In *Air Line Pilots Ass'n, Int'l v.*

*Texas Int'l Airlines*, 656 F.2d 16, 22 (2d Cir. 1981), the court stated, “the NMB is empowered to . . . decide representation disputes arising out of corporate restructurings.”

## II.

### Single Transportation System

Manual Section 19.4 provides that: “Any organization or individual may file an application, supported by evidence of representation or a showing of interest . . . seeking a determination whether a single system of transportation exists.”

In *Trans World Airlines/Ozark Airlines*, the Board cited the following indicia of a single transportation system:

[W]hether a combined schedule is published; how the carrier advertises its services; whether reservation systems are combined; whether tickets are issued on one carrier’s stock; if signs, logos and other publicly visible indicia have been changed to indicate only one carrier’s existence; whether personnel with public contact were held out as employees of one carrier; and whether the process of repainting planes and other equipment, to eliminate indications of separate existence, has been progressed.

Other factors investigated by the Board seek to determine if the carriers have combined their operations from a managerial and labor relations perspective. Here, the Board investigates whether labor relations and personnel functions are handled by one carrier; whether there are a common management, common corporate officers and interlocking Boards of Directors; whether there is a combined workforce; and whether separate identities are maintained for corporate and other purposes.

14 NMB 218, 236 (1987).

The Board finds a single transportation system only when there is substantial integration of operations, financial control, and labor and personnel functions. *Delta Air Lines/Northwest Airlines*, 36 NMB 36 (2009); *Burlington N. Santa Fe Ry. Co.*, 32 NMB 163 (2005); *Huron and Eastern Ry. Co., Inc.*, 31 NMB 450 (2004); *Portland & Western R. R., Inc.*, 31 NMB 71 (2003). Further, the Board has noted that a substantial degree of overlapping

ownership, senior management, and boards of directors is critical to finding a single transportation system. *Precision Valley Aviation, Inc., d/b/a Precision Airlines and Valley Flying Serv., Inc., d/b/a Northeast Express Reg'l Airlines*, 20 NMB 619 (1993).

The Carriers are wholly-owned subsidiaries of UCH. UCH has a single board of directors and a common senior management group in place. There is a single group of officers responsible for labor relations at the Carriers. Personnel policies and practices are in the process of being integrated. The Carriers have received a single operating certificate from the FAA.

The Carriers have integrated flight routes and schedules. They merged their frequent flyer programs and airport lounges. They have relocated operations to the same terminal at all hubs. Since March of 2012, the Carriers have used a combined reservations system and all flights are marketed under the same "UA" code. The Carriers hold themselves out to the public as a single carriers in all ways, including through social media.

The Board has found a single transportation system at United for several other crafts or classes. *See e.g. United Air Lines/Continental Airlines*, 40 NMB 93, 106 (2013) (Flight Simulators); *United Air Lines/Continental Airlines*, 39 NMB 491 (2012) (Fleet Technical Instructors); *United Air Lines/Continental Airlines*, 39 NMB 229 (2011) (Passenger Service Employees).

Based upon the application of the principles to the facts established by the investigation, the Board finds that United and Continental operate as a single transportation system for representation purposes. As in previous cases finding a single transportation system at United, the evidence also establishes that CMI is part of this single transportation system.

### III.

#### Maintenance Controllers

The Carriers assert that Maintenance Controllers are management officials at pre-merger Continental. The Board, however, has determined that these employees are part of the Mechanics and Related craft or class at pre-merger United.

The Board's Representation Manual (Manual) addresses the ineligibility of management officials. Manual Section 9.211 states the following:

Management officials are ineligible to vote. Management officials include individuals with:

- (1) The authority to dismiss and/or discipline employees or to effectively recommend the same;
- (2) The authority to supervise;
- (3) The ability to authorize and grant overtime;
- (4) The authority to transfer and/or establish assignments;
- (5) The authority to create carrier policy; and,
- (6) The authority to commit carrier funds.

The Investigator also considers:

- (1) Whether the authority exercised is circumscribed by operating and policy manuals;
- (2) The placement of the individual in the organizational hierarchy of the carrier; and,
- (3) Any other relevant factors regarding the individual's duties and responsibilities.

When evaluating managerial authority, the Board evaluates the above factors cumulatively. See *USAir*, 24 NMB 38, 40 (1996) citing *Pan American World Airways*, 5 NMB 112, 115 (1973). "In many cases, the Board finds that while there are certain factors indicating some level of authority, when all the factors are viewed cumulatively the individuals at issue generally are first-line supervisors, not management officials." *USAir*, *above*, at 41.

The Board has traditionally held that Maintenance Controllers are not management officials and are part of the Mechanics and Related Employees craft or class. See *e.g.* *NetJets Services*, 39 NMB 299, 311-12 (2012); *Hawaiian Airlines*, 29 NMB 308 (2002) (Maintenance Controllers/Coordinators found part of the Mechanics and Related Employees craft or class because they generally direct the maintenance of the fleet); *Allegheny Airlines, Inc.*, 26 NMB 487, 494 (1999); *United Parcel Serv.*, 27 NMB 3, 15 (1999) (Maintenance Controllers held to be part of the Mechanics and Related Employees craft or class, who were "responsible for monitoring aircraft maintenance, and of necessity work with Mechanics and other maintenance personnel to perform that function"). Like the employees in these cases, the Maintenance Controllers at issue in this case are not management officials even though they do have some level of authority within the Carriers.

In *Southwest Airlines*, 38 NMB 87 (2011), the Board determined that

Maintenance Controllers were properly in the Mechanics and Related Employees craft or class despite the fact that they held some additional authority not shared by other employees in that craft or class. For example, like the Maintenance Controllers here, those at Southwest had some authority to commit carrier funds as part of their duties, were paid a salary comparable with management officials, and had the authority to remove mechanics from performing work and recommend discipline. As in *Southwest*, there is no evidence that the employees at issue play a role in the hiring, evaluation, or promotion of other employees. Although they can recommend discipline, they do not have the authority to discipline or fire employees themselves, key indicia of managerial authority.

The Maintenance Controllers have the authority to commit some funds but this is limited and routine, not the type of authority required of management officials. *Port Authority Trans-Hudson Corp.*, 37 NMB 3, 16 (2009). The Carriers cite only one major expenditure over which the employees have some authority, engaging a charter for up to \$250,000, and this authority can only be exercised in conjunction with a Senior Manager. This is not the type of authority required for management officials. *See e.g. United Airlines, Inc.*, 30 NMB 9, 12 (2002) (The Board determined that Lead Engineers were management officials where they had “substantial signing authority to commit funds” and had “cost centers with annual budgets ranging from \$457,000 to over \$2,000,000.”)

The Board finds that Carrier did not provide evidence of the necessary level of authority to establish that Maintenance Controllers are management officials. Accordingly, they are properly in the Mechanics and Related Employees craft or class.

#### IV.

##### Other Craft or Class Issues

With regard to the remaining craft or class issues, the Board has in an earlier determination resulting from the United/Continental merger determined that Flight Simulator Technicians, previously part of the Mechanics and Related Employees craft or class at pre-merger United, are properly part of a Simulator Technicians craft or class at the combined Carrier. In addition, in a prior determination resulting from the United/Continental merger, the Board determined that Draftsmen are properly part of the Fleet Technical Instructor craft or class at the combined Carrier.

The Board has a long-standing policy against fragmenting crafts or classes. *See, e.g. Eastern Air Lines*, 12 NMB 29, 34 (1984). The remaining employees at issue have historically been included in the Mechanics and Related Employees craft or class at pre-merger United. Accordingly, Computer Technicians, Lead Computer Technicians, Metrologists, and Maintenance Planning Analysts are properly in the Mechanics and Related Employees craft or class.

CONCLUSION

The Board finds that United and Continental (including CMI) are operating as a single transportation system for representation purposes under the RLA. Accordingly, IBT's application in File No. CR-7081 is converted to NMB Case No. R-7363. Pursuant to Manual Section 19.6, the investigation will proceed to address the representation of the Mechanics and Related Employees craft or class. Any Intervenor has 30 days from the date of this determination to file an application supported by the requisite showing of interest. The participants are reminded that under Manual Section 19.7, existing certifications remain in effect until the Board issues a new certification or dismissal.

By direction of the NATIONAL MEDIATION BOARD.



Mary L. Johnson  
General Counsel