



NATIONAL MEDIATION BOARD
WASHINGTON, D.C. 20572

(202) 692-5000

41 NMB No. 26

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VIA EMAIL

Katherine T. Parvis,
Counsel
FordHarrison, LLP
271 17th Street, NW, Suite 1900
Atlanta, GA 30363

Meisha K. Smith,
Director and Legal Counsel
Jake Filene
Vice President, Airport & Inflight Services
Spirit Airlines, Inc.
2800 Executive Way
Miramar, FL 33025

Sito Pantoja,
General Vice President
Carla Siegel,
Deputy General Counsel
Timothy J. Klima,
Airline Coordinator
IAM
9000 Machinists Place
Upper Marlboro, MD 20772

Re: NMB Case No. R-7387
Spirit Airlines, Inc./IAM

Participants:

This determination addresses the submissions by Spirit Airlines, Inc. (Spirit or Carrier) and the International Association of Machinists and Aerospace Workers (IAM or Organization) regarding the ongoing election in the Fleet Service Employees craft or class at Spirit. Both participants have alleged election interference by the other. Specifically, in a July 1, 2014 submission, Spirit alleged that IAM has misrepresented the Board's processes and led voters to believe that the process may not be confidential. In a July 3, 2014 submission, the IAM alleged that Spirit granted a pay raise to all employees except those at issue in this election. In addition, IAM alleged that Spirit's communications with its employees include misrepresentations.

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 13 (2010). Because the Board in this case does not find

extraordinary circumstances that would require Board action at this time, any allegations regarding misconduct 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