



**NATIONAL MEDIATION BOARD**  
WASHINGTON, DC 20572

(202) 692-5000

In the Matter of the Application of the  PROFESSIONAL AIRLINE FLIGHT CONTROL ASSOCIATION  alleging a representation dispute pursuant to Section 2, Ninth, of the Railway Labor Act, as amended  involving employees of  UNITED AIRLINES AND CONTINENTAL AIRLINES	42 NMB No. 3  CASE NO. R-7408  FINDINGS UPON INVESTIGATION- AUTHORIZATION OF ELECTION  OCTOBER 29, 2014
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On July 18, 2014, the Professional Airline Flight Control Association (PAFCA) and the Transport Workers Union of America, AFL-CIO (TWU) jointly filed an application pursuant to the Railway Labor Act, as amended, 45 U.S.C. §152, Ninth, seeking a single system determination involving the Flight Dispatchers at United Airlines, Inc. (United) and Continental Airlines, Inc. (Continental) (the Carriers). The Flight Dispatchers at pre-merger United are represented by PAFCA under National Mediation Board (NMB or Board) certification in NMB Case No. R-6712. *United Airlines, Inc.*, 27 NMB 190 (2000). At pre-merger Continental, the Flight Dispatchers are represented by TWU under Board certification in NMB Case No. R-4284. *Continental Air Lines, Inc.*, 5 NMB 152 (1972).

The Board found in *United Airlines/Continental Airlines*, 41 NMB 251 (2014), that United and Continental comprised a single transportation system known as United for the craft or class of Flight Dispatchers. 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 205 Flight Dispatchers on the pre-merger United part of the system and approximately 145 on the pre-merger Continental part of the system. These numbers are comparable, and the Board authorizes an election among the craft or class of Flight Dispatchers, employees of United Airlines, using a cut-off date of July 15, 2014. PAFCA will appear on the ballot. The TWU will not appear on the ballot as it did not meet the requisite 50% showing of interest. The count will take place in Washington, DC.

Pursuant to Manual Section 12.1, the Carrier is hereby required to furnish within five 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 on military leave who are serving in foreign countries or who reside outside of the United States. The Carrier must use the most expeditious method possible, such as overnight mail, to ensure that the Board receives the labels within five calendar days.

By direction of the NATIONAL MEDIATION BOARD.



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