



NATIONAL MEDIATION BOARD
WASHINGTON, DC 20572

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In the Matter of the
Application of

**ASSOCIATION OF FLIGHT
ATTENDANTS-CWA**

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

involving employees of

**ALASKA AIRLINES, INC./VIRGIN
AMERICA, INC.**

44 NMB No. 13

CASE NO. R-7478

FINDINGS UPON
INVESTIGATION-
CERTIFICATION
DETERMINATION

April 18, 2017

This determination addresses the representation consequence of the application filed pursuant to the Railway Labor Act (RLA)¹ by the Association of Flight Attendants-CWA (AFA-CWA) for the Flight Attendant craft or class at the merged Alaska Airlines, Inc./Virgin America, Inc. (collectively Alaska Airlines, Inc.).

The National Mediation Board (Board or NMB) extends AFA-CWA's certification to include all of the employees in the Flight Attendants craft or class at Alaska Airlines, Inc.

PROCEDURAL BACKGROUND

On December 30, 2016, AFA-CWA filed an application alleging a representation dispute involving the craft or class of Flight Attendants at the

¹ 45 U.S.C. § 151, *et seq.*

Combined Carrier. AFA-CWA asserted that Alaska Airlines, Inc. (Alaska) and Virgin America, Inc. (Virgin America) constituted a single transportation system. The application was assigned NMB File No. CR-7160 and the Board assigned Maria-Kate Dowling to investigate.

On March 13, 2017, the Board found that Alaska and Virgin America operate as a single transportation system under the RLA for the Flight Attendant craft or class. *Alaska Airlines/Virgin America*, 44 NMB 25 (2017). Pursuant to the Board's Representation Manual (Manual) Section 19.6, this determination addresses the representation of those employees.

The Board's March 13, 2017 determination stated the following: "Any Intervenor has 30 days from the date of this determination to file an application supported by a showing of interest of at least 50% of the single transportation system in accordance with Manual Sections 19.601 and 19.603." No Intervenor filed an application in this case.

STATEMENT OF FACTS

AFA-CWA is the representative of approximately 3,922 employees in the Flight Attendant craft or class at Alaska under the Board's certification in NMB Case No. R-3477. The Transportation Workers Union of America (TWU) is the representative of approximately 961 employees in the Flight Attendant craft or class at Virgin America under the Board's certification in NMB Case No. R-7389.

DISCUSSION

The Board has consistently 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. *American Airlines/US Airways*, 41 NMB 289 (2014). See also *United Air Lines/Continental Airlines*, 38 NMB 249 (2011); *American Airlines, Inc./TWA Airlines, LLC*, 29 NMB 278 (2002); *American Airlines, Inc./TWA Airlines, LLC*, 29 NMB 260 (2002); *Continental Airlines/Continental Express*, 20 NMB 580 (1993). Additionally, the Board has extended an organization's certification while terminating another organization's certification following a single carrier determination where the numbers of employees represented by the organizations were not comparable. See *American Airlines, Inc./US Airways, above* (The Board extended Allied Pilots Association's certification as representative of the Flight Deck Crewmember's craft or class at American

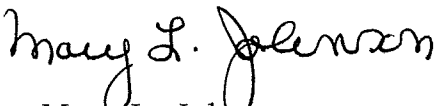
Airlines while terminating the US Airways Pilots Association's certification of the Pilot craft or class at US Airways after the carriers merged). *See also Southwest Airlines*, 40 NMB 14 (2012) (Extending Aircraft Mechanics Fraternal Association's certification as representative of the Mechanics and Related Employees at Southwest Airlines while terminating the International Brotherhood of Teamster's certification for the same craft or class at AirTran following a merger).

The number of employees represented by AFA-CWA in the Flight Attendant craft or class at pre-merger Alaska and the number of TWU-represented employees at pre-merger Virgin America are not comparable. Therefore, AFA-CWA's certification in R-3477 is extended to cover the entire Flight Attendant craft or class on the Alaska Airlines, Inc. and the TWU's certification in R-7389 is terminated.

CONCLUSION

The Board finds that AFA-CWA is the certified representative of the Flight Attendant craft or class at Alaska Airlines, Inc. (R-7478). The Board extinguishes the TWU's certification issued in R-7389. Accordingly, Case R-7478 is closed.

By direction of the NATIONAL MEDIATION BOARD.


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