



NATIONAL MEDIATION BOARD
WASHINGTON, DC 20572

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In the Matter of the
Application of

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS

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. 18

CASE NO. R-7484

FINDINGS UPON
INVESTIGATION-
CERTIFICATION
DETERMINATION

May 8, 2017

This determination addresses the representation consequences of the application filed pursuant to the Railway Labor Act (RLA)¹ by the International Association of Mechanists and Aerospace Workers (IAM) for the Clerical, Office, Fleet & Passenger Service Employees craft or class at the merged Alaska Airlines, Inc. /Virgin America, Inc. (collectively Alaska Airlines, Inc.).

The National Mediation Board (Board or NMB) extends IAM's certification to include all of the employees in the Clerical, Office, Fleet & Passenger Service Employees craft or class at Alaska Airlines, Inc.

¹ 45 U.S.C. § 151, *et seq.*

PROCEDURAL BACKGROUND

On February 10, 2017, IAM filed an application alleging a representation dispute involving the craft or class of Clerical, Office, Fleet & Passenger Service Employees at the Combined Carrier. IAM 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-7166 and the Board assigned Angela Heverling to investigate.

On April 6, 2017, the Board found that Alaska and Virgin America operate as a single transportation system under the RLA for the Clerical, Office, Fleet & Passenger Service Employees craft or class. *Alaska Airlines/Virgin America*, 44 NMB 49 (2017). Pursuant to the Board's Representation Manual (Manual) Section 19.6, this determination addresses the representation of those employees.

The Board's April 6, 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

IAM is the representative of approximately 3,749 Clerical, Office, Fleet & Passenger Service Employees at Alaska under the Boards' certification in NMB Case No. R-4416. Upon the closing of the merger, Virgin America voluntarily recognized IAM as the representative of its 647 employees in the craft or class.

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).

The numbers of employees in the Clerical, Office, Fleet & Passenger Service Employees craft or class at pre-merger Alaska and pre-merger Virgin America are not comparable. Virgin American has also voluntarily recognized IAM as the representative of its pre-merger employees in the craft or class. Therefore, IAM's certification in R-4416 is extended to cover the entire Clerical, Office, Fleet & Passenger Service Employees craft or class on Alaska Airlines, Inc.

CONCLUSION

The Board finds that IAM is the certified representative of the Clerical, Office, Fleet & Passenger Service Employees craft or class at Alaska Airlines, Inc. (R-7484). Accordingly, Case R-7484 is closed.

By direction of the NATIONAL MEDIATION BOARD.



Mary L. Johnson
General Counsel