



CHAIRMAN'S LETTER

December 15, 2017

In FY 2017, the National Mediation Board (NMB) entered its 83rd year of public service promoting the resolution of representation, collective bargaining and grievance disputes in the airline and railroad industries.

The agency delivers critical services to approximately 150 commercial airlines, over 500 railroads and their employees and unions. Together with professionals from rail and air carriers and labor organizations, the NMB works to prevent transportation disruptions in the air and rail industries and the disastrous effects they would have on the U.S. economy. The NMB has been, and will continue to be, an influence for stability in these most important sectors of our nation's transportation system and economy.

The NMB's Office of Mediation and Alternative Dispute Resolution Services (OMS) works in the area of mediating collective bargaining agreements in the airline and railroad industries, as well as in other dispute resolution efforts such as facilitation and grievance mediation. In FY 2017, NMB's OMS staff of mediators were responsible for managing more than 70 mediations and 36 grievance mediation cases.

The Office of Legal Affairs (OLA) acts on the rights that employees in the airline and railroad industries have to select a labor organization or individual to represent them for purposes of collective bargaining, or to decline representation. In FY 2017, OLA successfully completed 28 representation cases.

The Office of Arbitration Services (OAS) manages the arbitration of individual grievances arising from the interpretation of negotiated collective bargaining agreements. In FY 2017, OAS docketed and managed 4,148 arbitration cases.

The Information and Communication Technology (ICT) group continues to enhance the agency's data and information management capabilities, including meeting federal records management standards. The ICT group works with users to update internal sites such as the Arbitrator Work Space for OAS, and the Mediation Case Management System for OMS.

Finally, the NMB's Office of Administration (OA) provides the agency with budgeting, facilities and other administrative support. OA works to maintain sound financial management and accountability in support of the agency's mission. In the FY 2017 independent audit, the NMB has received an "Unmodified Audit Opinion" on its financial statements. Along with the "Unmodified Audit Opinion," the report of independent auditors found "No Material Weaknesses or Significant Deficiencies" in the design and operation of the agency's system of internal controls over financial reporting.

I am pleased to report that despite the many challenges faced by the agency in FY 2017, the NMB effectively met its statutory obligations to the rail and airline carriers and their employees, and delivered true value to the American public by ensuring the movement of interstate commerce.



GERALD W. FAUTH, III

Chairman



TABLE OF CONTENTS

ABOUT THE NMB

- 6** Mission Statement
- 7** NMB Structure
- 8** NMB Board
- 9** Board Members and Directors
- 13** Registry of Board Members

MANAGEMENT DISCUSSION & ANALYSIS

- 16** Mediation & ADR
- 18** ADR Overview
- 20** Administration Overview
- 23** Arbitration Overview
- 27** Performance Plan & Results (GPRA)

REPRESENTATION & PRESIDENTIAL EMERGENCY BOARDS

- 34** Representation Overview
- 37** Presidential Emergency Boards (PEB) Overview

RAILROAD GRIEVANCE ARBITRATION

- 42** NRAB Board Members and Referees
- 43** Section 3 Tribunals

SUPPORTING REPORTS & TABLES

- 48** Case Tables
- 54** Case Record

FINANCIAL REPORTS & MANAGEMENT ASSURANCES

- 63** CFO Letter
- 64** Independent Auditors' Report
- 66** Financial Statements
- 78** Management Assurances

APPENDIX

- 82** Glossary
- 85** Acronyms

ABOUT THE NMB

- 6** Mission Statement
- 7** NMB Structure
- 8** NMB Board
- 9** Board Members and Directors
- 13** Registry of Board Members



MISSION STATEMENT

The National Mediation Board (NMB) was established by the 1934 amendments to the Railway Labor Act (RLA)* of 1926. It is an independent, federal agency performing a central role in facilitating harmonious labor-management relations within two of the nation's key transportation sectors: the railroads and airlines.

OVERVIEW

The NMB is headed by a three-member board nominated by the President and confirmed by the Senate. Although appointed for three-year terms, members may serve until replaced. The members self-designate a Chairman, typically on a yearly basis.

Pursuant to the Railway Labor Act, the Agency's integrated dispute-resolution processes are designed to promote the following three statutory goals, enabling the National Mediation Board to effect its mandate to minimize work stoppages in the railroad and airline industries:

1. The resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
2. The effectuation of employee rights of self-organization where a representation dispute exists; and
3. The resolution of disputes over the interpretation or application of existing collective bargaining agreements.

In order to realize these goals, the NMB Chief of Staff oversees the Office of Administration and two offices that house program areas: (1) Office of Mediation and ADR Services, and (2) Office of Arbitration Services. The Office of Legal Affairs constitutes the third program area and is overseen by NMB's General Counsel. For further information, see the Management Discussion and Analysis section of this Annual Report.

* The Railway Labor Act (RLA) provides a comprehensive statutory framework for the resolution of labor-management disputes in the airline and railroad industries. Enacted in 1926 as a collaborative effort of labor and management, the RLA succeeded several previous federal statutes dating back to 1888. The 1926 Act provided for mandatory Mediation and voluntary Arbitration of railroad disputes in contract negotiations, as well as for Presidential Emergency Boards to enhance dispute resolution. Key amendments to the Act in 1934 established a three-member National Mediation Board (NMB) and authorized the resolution of employee Representation disputes by the NMB. In 1936, the jurisdiction of the RLA was expanded to include the airline industry. The 1981 amendment to the Act permitted the creation of specialized Presidential Emergency Boards for collective bargaining disputes at certain commuter railroads.

NMB STRUCTURE

CHAIRMAN AND MEMBERS OF THE BOARD

GERALD W. FAUTH, III¹
Chairman

LINDA A. PUCHALA³
Member

KYLE FORTSON⁴
Member

HARRY R. HOGLANDER²

EXECUTIVE DIRECTORS

OFFICE OF CHIEF OF STAFF

Daniel Rainey⁵
Chief of Staff

Dean Wagner
Information
Technology Specialist

April Dawson
Communications
Specialist

Dane Smothers
Contractor

Charles Montague
Information
Technology Specialist

OFFICE OF LEGAL AFFAIRS

Mary Johnson
General Counsel

Andres Yoder
Counsel

Maria-Kate Dowling
Associate General
Counsel

Angela Heverling⁶
Counsel

Norman Graber
Counsel

Tonya Kirksey
Paralegal Specialist

Eileen Hennessey
Counsel

Keith Hussong
Program Support
Specialist

DIRECTORS

OFFICE OF MEDIATION AND ADR

Michael Kelliher
Deputy Chief of Staff

John Kane
John Livingood
Anthony Tosi
Gerry McGuckin
James Mackenzie
Victoria Gray
Jane Allen
Eva Durham
Catherine McCann
Mediators

Patricia Sims
Senior Mediator

Terri D. Brown
Senior Mediator

OFFICE OF ARBITRATION

Roland Watkins
Director

Elijah Crayton
Paralegal Specialist

Kimberly McCann⁷
Arbitration Program
Specialist (Chicago)

Linda Gathings
Arbitration Program
Specialist (Chicago)

OFFICE OF ADMINISTRATION

Samantha T. Jones
Assistant Chief of Staff,
Administration

Denise M. Murdock
Program &
Management Analyst

Eric B. Johnson
Budget & Financial
Analyst

Bruce Conward, Jr.
Support Service
Specialist

Terran C. Walker
Support Service
Specialist

Genet Kidane
Contractor

1--Became Chairman On November 9, 2017.

2--Separated from the Board on November 9, 2017.

3--Served As Chairman In Fiscal Year 2016 through June 30, 2017.

4--Became a member of the Board on November 13, 2017

5--Retired from the Board on September 30, 2017.

6--Resigned from the Board on November 17, 2017.

7--Resigned from the Board on December 8, 2017.

NMB BOARD



**GERALD W. FAUTH, III**
Chairman

Gerald W. Fauth III was confirmed by the United States Senate on November 2, 2017 and assumed his position as a Board Member and Chairman of the National Mediation Board (NMB) on November 9, 2017. Mr. Fauth has 40 years of experience in the private sector and Federal government working on economic, regulatory, public policy and legislative issues related to transportation.

Mr. Fauth has been involved in negotiating, mediating, arbitrating, facilitating, supporting or deciding the resolution of hundreds of transportation problems and disputes during his long career. He has submitted expert testimony and evidence on behalf of a wide-variety of clients in numerous proceedings, which has helped resolve complex economic and regulatory issues. Mr. Fauth served at the U.S. Surface Transportation Board (STB), where he worked for more than three years as Chief of Staff and Senior Advisor to a Board Member. While serving at the STB, he reviewed, analyzed and made recommendations on hundreds of formal written decisions, which involved all matters of STB jurisdiction and had an impact on the transportation industry and the national economy. In 1998, Mr. Fauth was named by

the STB an original member of the Conrail Transaction Council, which was established by the STB in order to provide a forum for constructive dialogue and timely and efficient communication of information in order to resolve implementation problems and railroad service concerns associated with the Conrail transaction without formal STB intervention. The Conrail railroad transaction between Norfolk Southern, CSX and Conrail was the largest rail transaction in history impacting over 43,000 total railroad route miles and directly impacting nearly 20,000 Conrail employees and thousands more CSX and NS employees.

Mr. Fauth was previously President of G.W. Fauth & Associates, Inc., a transportation economic consulting firm based in Alexandria, Virginia. Mr. Fauth holds a Bachelor's degree from Hampden-Sydney College in Virginia. He is a member of the Association of Transportation Law Professionals.



LINDA A. PUCHALA
Member

Ms. Linda A. Puchala was first confirmed as Member of the National Mediation Board by the United States Senate on May 21, 2009. She was sworn into office on May 26, 2009, completing the term of her predecessor as Chairman through June 30, 2009. In August 2013, Ms. Puchala was again confirmed by the United States Senate after being nominated by President Obama. Ms. Puchala served as Chairman from July 1, 2011 through June 30, 2012, July 1, 2013 through June 30, 2014 and most recently from July 1, 2016 through June 30, 2017.

Prior to becoming a Member, Ms. Puchala served 10 years at the National Mediation Board as a Mediator, Sr. Mediator (ADR) and the Associate Director of Alternative Dispute Resolution Services. Ms. Puchala's prior labor relations experience includes work as International President of the Association of Flight Attendants-CWA, AFL-CIO and Staff Director, Michigan State Employees Association, AFSCME, AFL-CIO.

Ms. Puchala resides in Glen Burnie, Maryland, and holds a Bachelor's degree in Business Administration from Cleary University in Howell, Michigan. She has two daughters, Jennifer Adams and Jessica Puchala.



KYLE FORTSON
Member

Member Fortson was confirmed by the United States Senate on November 2, 2017. She assumed her position with the National Mediation Board (NMB) on November 13, 2017.

Immediately prior to joining the NMB, Ms. Fortson served as Labor Policy Director for Republicans on the Senate Health, Education, Labor and Pensions Committee. She worked directly for the Chairman, Senator Lamar Alexander of Tennessee. As Labor Policy Director, Ms. Fortson was responsible for all labor, employment and workplace safety issues in the Committee's jurisdiction.

During her tenure at the Committee, Ms. Fortson also worked for previous Republican leaders Senator Mike Enzi and Senator Judd Gregg. Prior to joining the Committee, she was a Policy Analyst for the Senate Republican Policy Committee handling labor and other issues. She also served as Counsel to a member of the House Judiciary Committee.

She is a graduate of the University of Colorado at Boulder and the George Washington University School of Law.



MARY JOHNSON
General Counsel

As General Counsel, she serves as the Chief Legal Officer of the agency and manages the Board's representation program and a legal program which includes litigation. In this role, Ms. Johnson provides legal advice to the Board Members and agency staff. In addition, she ensures compliance with the Freedom of Information Act, Government in the Sunshine Act, and other statutes.

Ms. Johnson received her Juris Doctor from the University of Connecticut School of Law and her A.B. from Barnard College. She is a member of the Connecticut Bar and public Co-chair of the Railroad and Airline Labor Committee of the Labor and Employment Law Section of the American Bar Association.



MICHAEL KELLIHER
Deputy Chief of Staff

Michael Kelliher was designated as the National Mediation Board's (NMB's) Acting Chief of Staff effective October 1, 2017. In addition to that role, he remains as the NMB's Deputy Chief of Staff. In his capacity as Acting Chief of Staff he works with all offices at the Board. As Deputy Chief of Staff he holds first line supervisory responsibility for the Mediation program. Mr. Kelliher joined the NMB as a Mediator in August of 2010 with thirty years of labor relations experience in the airline industry as a labor advocate. His labor relations experience includes work in a variety of capacities including a term as President of the Association of Professional Flight Attendants.

Prior to joining the NMB, Mr. Kelliher served as an adjunct professor of management in the Brennan School of Business at Dominican University. From 2012 to June 2017, Mr. Kelliher managed the NMB's partnership with Dominican University, focusing on issues related to Conflict Resolution and Negotiations.

Mr. Kelliher earned his undergraduate degree and MBA from Dominican University in River Forest, Illinois. He holds a certificate in mediation from Northwestern University's School of Continuing Studies and earned an Ombudsman certificate from the United States Department of Defense.

**ROLAND WATKINS**
Director, Office of Arbitration Services

Roland Watkins joined the National Mediation Board in February, 1980. During his career at the Board, he has been a Senior Hearing Officer and Legal Counsel. He has also served as counsel/special assistant to numerous Presidential Emergency Boards and Congressional Advisory Boards.

Currently, Mr. Watkins serves as the Director of the Arbitration Department, where he is responsible for all aspects of Grievance and Interest Arbitration in the airline and railroad industries. These responsibilities include administering railroad Public Law Boards, Special Boards of Adjustment and Arbitration Boards. He serves as the Administrator for the National Railroad Adjustment Board which is located in Chicago, Illinois.

Mr. Watkins received his B.A. degree in Economics from Lafayette College located in Easton, Pennsylvania, and his Juris Doctor from Cornell Law School in Ithaca, New York. He is a member of the Railroad and Airline Labor Committee and the Dispute Resolution Committee of the Labor and Employment Law Section of the American Bar Association.

**SAMANTHA T. JONES**
Assistant Chief of Staff, Administration

Samantha T. Jones is the Assistant Chief of Staff—Administration and the Chief Financial Officer at the National Mediation Board (NMB). During her tenure at the Board, she has served in many leadership roles including Acting Director, Office of Administration and Special Assistant to the Chief of Staff.

Her federal government experience, which spans 19 years, includes human resources, human capital, budget formulation and execution, financial management, procurement and contracting, audit management, strategic planning, organizational management, mediation, grievance mediation, and conflict coaching.

Prior to joining the NMB in 2005, Ms. Jones was employed by the National Capital Planning Commission where she served in many capacities providing advice and guidance to the Administrative Officer and senior management on matters related to property management, space and facility management, procurement, human resources management, strategic planning, accounting and finance, and budget formulation and execution.

Ms. Jones holds a Bachelor of Science in Business Management with a minor in Computer Studies from the University of Maryland, she also holds a Master of Arts in Conflict Resolution from Dominican University, and she holds a Certificate in Executive Leadership and a Certificate in High Performance, both from Cornell University.

Additionally, Ms. Jones an Emerging Human Resources alumni from the non-profit organization Partnership for Public Service Program, has certifications in Mediation Skills, Conflict Coaching, and Online Dispute Resolution. At Cornell University's ILR School—the Sheinman Institute on Conflict Resolution, she received training in Mediating and Arbitrating in the Federal Sector. Ms. Jones is a member of the Association for Conflict Resolution, and also serves as NMB's principal management official on the Small Agency Council Executive Committee for Human Resources and Procurement.

REGISTRY OF BOARD MEMBERS

NAME	START DATE	END DATE
Kyle Fortson	11-13-17	Active ¹
Gerald W. Fauth, III	11-09-17	Active ²
Linda A. Puchala	05-26-09	Active ³
Harry R. Hoglander	08-06-02	11-09-17 ⁴
Nicholas C. Geale	08-19-13	02-15-17 ⁵
Elizabeth Dougherty	12-13-06	06-02-12
Read Van de Water	12-11-03	05-22-09
Edward J. Fitzmaurice, Jr.	08-02-02	12-13-06
Francis J. Duggan	11-22-99	11-21-03
Magdalena G. Jacobsen	12-01-93	08-02-02
Ernest W. DuBester	11-15-93	08-01-01
Kenneth B. Hipp	05-19-95	12-31-98
Kimberly A. Madigan	08-20-90	11-30-93
Patrick J. Cleary	12-04-89	01-31-95
Joshua M. Javits	01-19-88	11-14-93
Charles L. Woods	01-09-86	01-15-88
Helen M. Witt	11-18-83	09-18-88
Walter C. Wallace	10-12-82	07-01-90
Robert J. Brown	08-20-79	06-01-82
Robert O. Harris	08-03-77	07-31-84
Kay McMurray	10-05-72	07-01-77
Peter C. Benedict	08-09-71	04-12-72
David H. Stowe	12-10-70	07-01-79
George S. Ives	09-19-69	09-01-81
Howard G. Gamser	03-11-63	05-31-69
Robert O. Boyd	12-28-53	10-14-62
Leverett Edwards	04-21-50	07-31-70
John Thad Scott, Jr.	03-05-48	07-31-53
Francis A. O'Neill, Jr.	04-01-47	04-30-71
Frank P. Douglass	07-03-44	03-01-50
William M. Leiserson	03-01-43	05-31-44
Harry H. Schwartz	02-26-43	01-31-47
David J. Lewis	06-03-39	02-05-43
George A. Cook	01-07-38	08-01-46
Otto S. Beyer	02-11-36	02-11-43
John M. Carmody	07-21-34	09-30-35
James W. Carmalt	07-21-34	12-02-37
William M. Leiserson	07-21-34	05-31-39

1--Term expiring July 1, 2019

2--Term expiring July 1, 2020.

3--Term expiring July 1, 2018.

4--Term expired July 1, 2014.

5-- Resigned from the Board on February 15, 2017.

MANAGEMENT DISCUSSION & ANALYSIS

- 16** Mediation & ADR
- 18** ADR Overview
- 20** Administration Overview
- 23** Arbitration Overview
- 27** Performance Plan & Results (GPRA)



MEDIATION & ADR

The Office of Mediation and Alternative Dispute Resolution Services (OMS) manages mandatory mediation of collective bargaining disputes pursuant to statutory authority under Section 6 of the Railway Labor Act (RLA), which is applicable to both the airline and railroad industries. The ADR component of OMS offers voluntary dispute resolution programs to the parties including facilitation, grievance mediation, training, and other dispute resolution efforts.

MEDIATION OVERVIEW

The RLA requires labor and management to exert every reasonable effort to make and maintain collective bargaining agreements. Initially, the parties must give notice to each other of their proposals for new or revised agreements. Direct Negotiation between the parties must commence promptly and continue in an effort to conclude a new collective bargaining agreement or to narrow their differences. Should parties fail to reach agreement during direct negotiations, either party or the parties jointly may apply to the NMB for mediation. Following receipt of an application, the NMB promptly assigns a mediator to assist the parties in reaching an agreement. An application for NMB Mediation Services may be obtained from the agency's web site at www.nmb.gov.

The NMB is obligated under the Act to use its "best efforts" to bring about a peaceful resolution of the dispute. If such efforts do not settle the dispute, the NMB advises the parties and offers Interest Arbitration (proffers arbitration) as an alternative approach to resolving the remaining issues. If either party rejects this offer of binding arbitration, the NMB releases the parties from formal mediation. This release triggers a thirty-day Cooling Off period, during which the agency continues to work with the parties to achieve a consensual solution to the dispute. However, if an agreement is not reached by the end of the thirty-day period and the President of the United States does not establish an Emergency Board, the parties are free to exercise lawful self-help, which includes carrier-imposed working conditions or a strike by the union/organization.

A flow-chart of mediation procedures can be found in the Mediation section of the NMB website at www.nmb.gov.

MEDIATION HIGHLIGHTS

Mediators effectively used their skills to assist parties in finding ways to bridge their disputes and reach agreement in FY 2017. Agreements were mediated in the airline sector with mainline, regional, low cost and cargo carriers, and in the rail sector with freight and commuter lines. Issues at the bargaining table included ever-evolving health care increases and the challenge of reaching sustainable agreements during cycles of unprecedented prosperity.

SETTLEMENTS

In the airline sector, settlements were reached with pilot unions at Delta, Southwest and Hawaiian Airlines. United Airlines reached an agreement with its mechanics. Frontier Airlines reached an agreement with its dispatchers and after a protracted bargaining round, Kalitta Airlines was able to reach an agreement with its pilot group. In the rail sector, several small carriers reached agreements with various unions including: Union Railroad and the USW, Soo Line (CP Rail) and the ATDA, METRA and the IAM, and the Alabama State Port Authority and the ILA.

PENDING CASES

We continue to assist Spirit Airlines and their pilot union as they work through their dispute. UPS is currently still bargaining with its mechanics and dispatchers. And JetBlue and its pilots entered mediation this year. On the rail side the National Carrier Conference Committee (NCCC) is in mediation with three coalitions: the Transportation Communications Union (TCU), the Coordinated Bargaining Group (CBG) and the BMWED. PATH, a northeast commuter railroad, and most of its unions are currently in mediation. They are the last of the commuter rail carriers with open collective bargaining agreements in this round.

MEDIATION CASES

START PENDING



NEW



SUM



CLOSED



END-PENDING



*Includes one Amtrak case that was closed and re-opened in FY 17 as two separate cases with the original docket date of 12/15/15.

ADR OVERVIEW

In addition to statutory mediation and arbitration services under Sections 3 and 6 of the RLA, the NMB provides voluntary Alternative Dispute Resolution (ADR) services. ADR Services include facilitation, training, grievance mediation, and an online dispute resolution (ODR) program, applying technology to the dispute resolution process.

The primary goal of the NMB's ADR program is to assist the parties in learning and applying more effective, less confrontational methods for resolving disputes. Another goal is to help the parties resolve more of their own disputes without outside intervention, and to use appropriate ODR technology to increase the efficiency and reduce the cost of dispute resolution efforts for the parties.

The NMB established its ADR Services program with the conviction that use of ADR and ODR methods would result in fewer cases progressing to statutory mediation, reducing and narrowing the issues that the parties bring to mediation, and positively affecting working relationships among the parties.

A complete description of and an application for ADR Services may be found on the agency's web site at www.nmb.gov.

ADR HIGHLIGHTS

ADR personnel continued to develop and deliver a wide range of services, including training (T cases), facilitation (F cases), grievance mediation (GM cases), facilitated problem solving (FPS) and Online Dispute Resolution (ODR). These services included training programs and facilitation efforts outside of, and in addition to traditional grievance mediation work.

TRAINING

ADR Services has seen interest grow in its pre-negotiation training and in mediation skills training for internal organization self-help use. As a result of the ADR Ambassador Program, several mediators conducted multiple training sessions at Union Pacific in advance of grievance mediation.

FACILITATION

Mediators have been active on several properties using facilitation to help parties reach resolution to their disputes; United and IBT initially used a facilitated approach to merge their agreements; facilitation was used at CSX with the BRS to align multiple regional agreements; and at Virgin America as it negotiated agreements with its ALPA represented pilots and TWU represented flight attendants. With each experience, the NMB's knowledge base grows, and best practices from the process increase to the parties' benefit.

GRIEVANCE MEDIATION

Interest in Grievance Mediation continues to grow with the parties we serve in both the air and rail sectors. Activity in the rail sector in particular has grown with the ADR Ambassador Program, which pairs a Mediator with a particular rail carrier and its unions to advance alternatives to arbitration. Grievance mediation is ongoing at CSX and Union Pacific. Grievance Mediation has served to solve problems before they become grievances, and helped to clarify issues ahead of bargaining.

ONLINE DISPUTE RESOLUTION

Technology continues to play an important role in resolving disputes in the air and rail industries. Especially when timing is critical, or when information exchange is beneficial between sessions, technology helps to bridge the gap. In other instances when circumstances prevent in person meetings, online options allow mediation sessions to continue.

ADR CASES

START PENDING



NEW



SUM



CLOSED



END-PENDING



* data transfer error.

ADMINISTRATION OVERVIEW

The Office of Administration (OA) provides operational management, leadership and support for the entire agency. These services include: budgeting; accounting and finance; human resources management; procurement and contracting; telecommunications; property and space management; and office support.

HUMAN CAPITAL

OA continues to utilize online services in the personnel arena, which increased the efficiency and effectiveness, and the results of which can be seen in the agency hiring process. For internal postings, the NMB routinely completes the hiring process within 30 days. In cases involving delegated examining positions, the NMB continues to show movement toward the 80 day standard process. The NMB continues to use the E-verify system to ensure that all new appointees are eligible to work.

With the aging workforce at the NMB, succession planning continues to be a challenge, but the agency's new Succession and Workforce Plan analyzes the NMB's future staffing requirements and sets forth strategies for adequately recruiting, promoting, and retaining employees. Training plans, both through the Individual Development Plan's (IDP) and the department training plans, stress career development, including details and shadow assignments as a way to broaden skills and prepare for job transitions. The agency uses internal details when possible to broaden skills and give staff exposure to a range of work possibilities within the agency.

The NMB has devoted more attention and resources to training and has provided meaningful training programs opportunity for our employees. The NMB continues to provide subscriptions to Manager Advantage for the supervisor and managers. Manager Advantage is online information service for managers and supervisors. The information is based on case law, statutes and regulations. It provides extensive federal policy and guidance for managers and supervisors. This information is obtained by LRP's experienced attorney editors and senior editorial staff who have gathered and then converted into the information easy-to-understand major categories, key topics, scenario-based videos and more. Manager Advantage breaks down the complexities of federal civil service law to provide managers with practical authoritative guidance in easy-to-understand terms while also is providing essential tools for developing necessary leadership and managerial skills from one definitive source. OA is working with the Office of Personnel Management and the Department of Interior to improve the NMB's human capital operations and payroll. This will continue the NMB's objective of providing all its services electronically. In April 2017, OA provided all NMB managers and supervisors Telework Fundamentals-Managers Training. Also, OA provided Telework Fundamentals-Employee training to all NMB employees.

INFORMATION TECHNOLOGY

In accordance with the NMB's Capital Plan, the NMB reviewed options for its information technology equipment while taking steps to move completely into cloud computing. The NMB has implemented Google Mail, Google Drive and Google Calendar for all employees, with all records and documents stored and retrieved from secure cloud servers. This has resulted in the elimination of on-site servers, with the attendant savings in replacement and maintenance costs, and a reduced cost for network consulting services. The NMB also has moved the NMB's Corporate Memory and Knowledge Store to a cloud platform consistent with government requirements.

Federal Agencies are required to provide annual computer security awareness training for employees and contractors. Security awareness efforts are designed to change behavior or reinforce good security practices by focusing attention on security. In September 2017, the NMB kicked off its Cyber Awareness Challenge security training using a web-based training offered by the Department of Defense.

CONTINUITY OF OPERATIONS

The NMB participated in FEMA's Eagle Horizon 2017 (EH 2017), which was conducted as part of the National Exercise Program (NEP) Capstone Exercise on June 19-23, 2017. It was a one-day, internally-evaluated table top exercise to test the Federal Executive Branch Departments and Agencies' readiness and capabilities to execute their continuity program.

The NMB was required to activate its continuity plan, deploy continuity personnel to a continuity site, and perform essential functions. At the conclusion of EH 2017, participants, planners, and evaluation teams noted their observations and identified critical issues associated with the agency's continuity plans and programs. The NMB's overall rating for the EH 2017 was "green." This was NMB's second overall "green".

FINANCIAL PERFORMANCE

The NMB has continued the agreement with the Bureau of Fiscal Services (BFS) for financial management services. This agreement affords the NMB with the ability to have at our fingertips up-to-date financial information that can be used to make efficient financial decisions. The OA provides budget

planning, budget development, and oversight of budget execution. In addition, OA is responsible for the maintenance of the Agency's core accounting system; financial reporting to the Office of Management and Budget (OMB) and Treasury; payments to vendors for goods and services received; issuing bills; and the preparation of the Agency's financial statements which are audited on an annual basis. The NMB continues to work with an outside firm (Allmond & Company) to audit its financial statements. For the 20th consecutive year, Allmond & Company reported that the financial statements were presented fairly, in all material respects, and in conformity with U.S. generally accepted accounting principles (GAAP) for Federal Agencies. In the FY 2017 independent audit, the NMB has received an "Unmodified Audit Opinion" on its financial statements. Along with the "Unmodified Audit Opinion," the report of independent auditors found "No Material Weaknesses or Significant Deficiencies" in the design and operation of the agency's system of internal controls over financial reporting.

The audit opinion reflects a financial operation that meets U.S. Department of the Treasury guidance, the Office of Management and Budget (OMB) guidance, federal financial regulations, and generally accepted accounting principles.

PROCUREMENT

With the continued partnership with BFS, the NMB utilizes PRISM to electronically create requisitions, purchase orders, and inter-agency agreements. This system, along with new processes and procedures, is ensuring that the NMB complies with all applicable rules and regulations governing contracting.

In Fiscal Year 2017, there were improvements substantially exceeding the Small Business Administration's Government-wide goal to ensure that small businesses get their fair share of work with the federal government by awarding the following entities:

- Small Business Goal 23 percent – Actual awards 72.75 percent;
- Small Disadvantage Business Goal 5 percent – Actual awards 57.10 percent;
- Small-Disabled Veteran-Owned Small Business Goal 3 percent – Actual awards 57.10 percent;
- Women-Owned Business Goal 5 percent – Actual awards 7.93 percent; and
- Historically Underutilized Business Zones Goal 3 percent – Actual awards 6.42 percent

In June 2017, BFS conducted an annual Government Purchase card audit review on the purchase card holder's transactions. BFS's results concluded that the purchases were well documented and necessary for the completion of NMB's mission.

TRAVEL

The NMB currently uses the Concur Government Edition (CGE) Travel Services. CGE is an electronic online system which reduces the per-ticket cost for travelers. This system provides an electronic process for authorization, vouchers, and reimbursement. The NMB continued its agreement with Duluth Travel Inc., to serve as the agency's Travel Management Company. In April 2017, OA provided all NMB employees with the following General Service Administration (GSA) travel training course:

- Travel Basics 101
- Approving Official Responsibilities
- Attending A Conference 100
- FTR In-Depth

OA continues to provide all NMB travelers with the Government Credit Card Refresher Training to ensure that agency meets the refresher training required by the Office of Management and Budget (OMB) in Circular A-123, Appendix B.

ELECTRONIC GOVERNMENT

The NMB provides electronic access to all its policies, and the agency continues to use the NMB website to provide information to its internal and external customers. The website provides access to our internal customers by allowing them to access NMB internal forms, the Knowledge Store (providing current and historical information to the public and our external customers), and the NMB Lyceum.

NMB CORPORATE MEMORY

The NMB continues to refine its records and document management programs, improving the search engine and further integrating the records database with the agency case management system.

NMB KNOWLEDGE STORE

NMB staff continued to build and improve the public archive of information available through the NMB Knowledge Store. Currently, the NMB Knowledge Store contains over 100,000 documents in an easily searchable format, including arbitration awards, representation decisions, annual reports, PEB reports, and collective bargaining contracts. During FY 2017, the NMB completed development of a new Knowledge Store interface that speeds recovery of documents, improves the search engine, makes it possible for parties to engage in “direct deposit” of new cases, and frees the data to reside in the new cloud environment created by the agency.

SUSTAINABILITY

The National Mediation Board is committed to reducing greenhouse gases in accordance with Executive Order 13514 (E.O.). During 2017, 63 percent of the NMB employees regularly used public transportation. The Agency provides Alternative Work Schedules (AWS) and Telework programs to its employees to reduce the number of commuters. Currently, 24 out of 36 employees participate in the Smart Benefits program for public transportation. We also purchased new environmentally efficient copiers that generate 90 percent less waste than traditional copiers.

ARBITRATION OVERVIEW

The RLA provides for both grievance and interest arbitration. Access to grievance arbitration, involving the interpretation or application of an existing collective bargaining agreement, is mandatory under the RLA. The Board has significant administrative responsibilities for the three sources of grievance arbitration in the railroad industry. These sources are the National Railroad Adjustment Board established under the RLA, as well as the arbitration panels established directly by the labor-management parties at each railroad (Public Law Boards and Special Boards of Adjustment). Grievance arbitration in the airline industry is accomplished at the various System Boards of Adjustment created jointly by labor and management at the parties' expense. The Board furnishes panels of prospective arbitrators for the parties' selection in both the airline and railroad industries. The NMB has substantial financial responsibilities for railroad arbitration proceedings in that it pays the fees and travel expenses of the arbitrators. Arbitration decisions under the RLA are final and binding with very limited grounds for judicial review.

GRIEVANCE ARBITRATION

Grievance arbitration in the airline industry is accomplished at the various System Boards of Adjustment created jointly by labor and management at the parties' expense. The NMB furnishes panels of prospective arbitrators for the parties' selection in both the airline and railroad industries. The NMB has substantial financial responsibilities for railroad arbitration proceedings in that it pays the fees and travel expenses of the arbitrators. Arbitration decisions under the RLA are final and binding with very limited grounds for judicial review.

INTEREST ARBITRATION

Interest Arbitration is a process used to establish the terms of a new or modified collective bargaining agreement through arbitration, rather than through negotiations. Although the RLA provides an effective process for interest arbitration, its use is not statutorily required. The NMB offers the parties the opportunity to use interest arbitration when the Board has determined that further mediation efforts will be unsuccessful. In addition, the parties may directly agree to resolve their collective bargaining dispute or portions of their dispute through interest arbitration. The NMB generally provides the parties with panels of potential arbitrators from which they select the individual to resolve the dispute. In some instances, the parties' agreement to arbitrate allows the NMB to directly appoint an arbitrator. The interest arbitration decision is final and binding with very narrow grounds for a judicial appeal.

When requested, the NMB will provide the parties with panels of potential arbitrators from which they select an individual to resolve their dispute. However, in most instances, the parties agree to allow the NMB to directly appoint an arbitrator. Interest Arbitration decisions are final and binding with very narrow grounds for judicial appeal.

ARBITRATION HIGHLIGHTS

The Office of Arbitration Services directed its attention to promoting a more efficient Section III process, thereby fostering faster resolution of minor disputes (grievances). The NMB made a well-received move in this regard during FY 2017 by targeting the backlog of grievance arbitration cases for resolution and increasing the number of arbitrators available to hear and decide cases and introducing more technology to the administrative processing of cases with its arbitrators. The NMB ended FY 2017 with the highest number of cases ever assigned to arbitrators. The 8,546 cases pending at the end of FY 2017 is 1,091 more than cases pending at the end of FY 2016. The increase is attributed to the filing of more grievances concerning the applicability of certain provisions of the agreement covering Class I freight railroads and passenger rail carriers.

The NMB Arbitration program continued its efforts to modernize the processing of minor disputes. The agency improved its already successful program of using the NMB website as a source for many of the forms and documents needed by arbitrators and the parties. The agency added a section on grievance mediation to the arbitration menu on the website. The section provides information on grievance mediation as well as online courses on the National Mediation Board.

During FY 2017, the NMB revised the Arbitrators Workspace, which has been in operation for several years. The Arbitrators Workspace is a web based information system which gives arbitrators online access to their case information. This system is used by the arbitrators to request work and submit requests for compensation for work. The Arbitrators Workspace replaced numerous hard-copy forms.

Arbitrators are able to use the AWS to schedule their work on the cases. The agency updated this fiscal year a section which provides update information and tips on the AWS system. The AWS system also includes a case management system component for NMB staff.

This fiscal year, the agency placed NRAB Division Awards templates on the website to assist the arbitrators in performing their duties as neutrals. This will ensure consistency in awards.

The revised Arbitrators' Workspace now closes cases quicker and shortens the time for the adding of cases. The level of grievance activity handled through the NMB Arbitration program exceeded its level when compared to the activity in FY 2016. During FY 2017, the parties brought 4,148 cases to arbitration compared to 4,754 cases in FY 2016. In FY 2017, 3,057 cases were closed compared to 3,562 in FY 2016, leaving 8,546 cases pending at the end of FY 2017.

On several occasions during the fiscal year, the agency met with representatives from the labor organizations and carriers to review its caseload. Carriers included Canadian National Railroad, Norfolk Southern Corporation, Union Pacific Railroad, Burlington Northern Santa Fe, Kansas City Southern Railway, and CSX Transportation. The NMB also met with carriers engaged in the transportation of passengers such as Amtrak, Metro North Railroad, SEPTA, New Jersey Transit, and Metra. The Office of Arbitration Services met with all of the labor organizations representing employees in the railroad industry. NMB efforts have been directed to facilitating a more efficient Section III process under the RLA, thereby reducing the backlog and furthering the RLA objective of prompt resolution of minor disputes.

The NMB continued its efforts designed to improve the arbitration of grievances under Section III of the Railway Labor Act. The Board had five ambitious goals for this transformation: (1) to ensure that the parties receive timely and outstanding arbitration services from the Board's staff and its contract arbitrators; (2) to ensure that the Board uses e-business capabilities to the maximum extent possible; (3) to ensure that Board procedures are improved through a process involving public input; (4) to ensure that arbitrators schedule, hear, and decide cases in a timely manner; and (5) to ensure that NMB resources are used wisely and in accordance with Federal regulations and sound accounting practices.

ANNUAL CASE AUDIT

In June 2017, the NMB conducted an intensive audit of all pending cases before Public Law boards and Special Boards of Adjustment. The agency provided the Class-I freight railroads, commuter railroads, regional railroads and all labor organizations representing railroad employees with a list of cases pending on these boards. The feedback from the audit enhanced the accuracy of the NMB case management system.

ALTERNATIVE DISPUTE RESOLUTION IN THE RAILROAD INDUSTRY

The NMB actively promoted grievance mediation as an alternative means of dealing with grievances in the railroad industry by reaching out to the largest Class-I freight carriers and the labor organizations. During FY 2017, Arbitration Services made presentations at a meeting of Class-I freight railroads and the labor organizations. The NMB anticipates continuing this initiative during FY 2018. The NMB had several grievance mediation cases with carriers in the railroad industry during 2017. Mediators were assigned to specific Class I freight railroads to assist the carrier and the various labor organizations in resolving minor disputes prior to arbitration.

ARBITRATOR PRODUCTIVITY

The NMB continued its efforts to increase arbitrator productivity as a result of strict adherence to the three month rule. Arbitrators who have not issued a decision within three months of a hearing are contacted monthly and encouraged to issue those decisions.

The agency improved its already successful program of using the NMB website as a source for many of the forms and documents needed by arbitrators and the parties. The NMB used the website to keep the parties and the public informed regarding Section III activities. Arbitrators, parties, and the public use the website to obtain information and forms instantaneously. In FY 2017, the agency posted additional information on the AWS System on the NMB website. The Arbitrator Caseload Report was revised. The report shows by arbitrator, grievance cases of railroad employees the parties have chosen to pursue. It also indicates whether a case is late (i.e., a decision has not been rendered within 3 months of when a case was heard by the arbitrator). The Arbitrator Caseload Report is real-time in that it has a direct link to an NMB database reflecting updates as they are made by Arbitration Services staff. The availability of information on the website reduces the staff time which ordinarily would be required to respond to questions and requests. The NMB has also placed an NMB National Railroad Adjustment Board Open Case Report on the website. This report lists all of the open cases at the NRAB. With this report and the Arbitrators Caseload Report, the NMB's entire Section III caseload is on the NMB website (www.nmb.gov).

ESTABLISHMENT OF THE 60 DAY AND 120 DAY RULE

This fiscal year was the first full year using the NMB's procedures to expedite the processing of cases. When a case is assigned to an arbitrator the case must have been decided and the awards submitted or the case heard by an arbitrator or the cases must have been scheduled for a hearing within 60 days from the date of assignment. If the case is scheduled for a hearing, the scheduled hearing date must be within 120 days of the date of assignment. Once the case has been heard, the arbitrator must render the award within 90 days of the hearing. At the start of FY 2017, this rule was made a part of the NMB's contractual arrangement with railroad arbitrators.

KNOWLEDGE STORE

All NRAB awards are entered into the Knowledge Store at the same time that they are distributed to the parties. Parties have been trained to enter awards into the Knowledge Store.

ARBITRATION INFO SERIES

During FY 2017, the Office of Arbitration Services continued its info series on Arbitration and Section 3 topics. Using the NMB's Lyceum, the NMB posted several information film segments on various topics and issues in arbitration under the Railway Labor Act. The NMB expanded its info series to include written articles by prominent individuals. This series was commenced with a primer by a railroad arbitrator on the topic of analyzing discipline cases under the Railway Labor Act.

ARBITRATION CASES

START PENDING



NEW



SUM



CLOSED



END-PENDING



*A review of the automated case management system resulted in an additional 23 cases pending at the beginning of fiscal year 2017

PERFORMANCE PLAN & RESULTS (GPRA)

This report contains FY 2017 accomplishments of the National Mediation Board relating to goals and objectives for Mediation and Alternative Dispute Resolution; Representation; Arbitration; and Administration. These accomplishments enabled the NMB to meet its statutory obligations and provide services to its airline and railroad labor, management and public customers.

STRATEGIC PLAN GENERAL GOAL 1: MEDIATION & ADR

1. To provide prompt and appropriate assistance for disputes involving pay, work rules, and working conditions (major disputes).

FY 2017 ACCOMPLISHMENTS:

NMB standards applicable to processing and managing cases involving major disputes were consistently met in FY2017. We continue to refine case processing with enhancements to and refining of the Agency's Mediation Case Management System to track cases from application to closure.

Case management was accomplished as planned with mediators utilizing appropriate techniques at the table supported by senior mediators acting in an oversight role. Quarterly reviews of cases one year old or older by Board Members and senior mediation management insured that parties to the process received assistance appropriate for their case.

2. Provide appropriate and effective mediator training and continuous development.

FY 2017 ACCOMPLISHMENTS:

Through the use of Individual Development Plans (IDP) each mediator participated in training and development that met their individual needs. In addition, training covering industry specific topics was conducted at each mediator meeting.

Mediators attended conferences such as the Texas Labor Management Conference, the Association of Labor Relations Agencies annual conference, and the American Bar Association's conferences on the Railway Labor Act, Dispute Resolution and Employment and Labor Law.

3. Pursue innovation in the delivery of mediation and alternative dispute resolution services.

FY 2017 ACCOMPLISHMENTS:

The Agency finalized its negotiation training developed for air and rail parties to use to prepare for negotiations. Mediators continued to refine ADR strategies and techniques that addressed the unique needs of our parties especially in grievance mediation.

The ADR Ambassador Program launched in FY 2017 pairs a Mediator with a particular rail carrier and its unions to advance alternatives to arbitration. This new program has generated more interest in grievance mediation with rail carriers.

4. Improve efficiency and effectiveness of NMB programs by providing leading online dispute resolution (ODR) technology and techniques to the Mediators and the parties.

FY 2017 ACCOMPLISHMENTS:

The Agency continues to explore uses for online dispute technology and offer it to parties. Mediators make use of technology to remotely share information and language, to track changes in language, and to discuss proposals. ODR technology has been helpful in continuing the mediation process when travel to meet in person with the parties is restricted.

STRATEGIC PLAN GENERAL GOAL 2: REPRESENTATION

1. Prompt investigation of representation disputes and definitive resolution of employees' representation status for collective bargaining purposes.

FY 2017 ACCOMPLISHMENTS:

In most cases: OLA responded to representation applications within 2 business days of receipt by the NMB; assigned an investigator within 2 business days of receipt of the application; determined showing of interest within 45 days of docketing an application; and issued a certification or dismissal the next business day after the ballot count.

2. Enhance training and development of OLA staff.

FY 2017 ACCOMPLISHMENTS:

Each OLA staff member updated their Individual Development Plan (IDP). Each year OLA employees meet with their manager to update or develop a plan to enhance career related skills. To-date in Fiscal Year 2017 OLA staff took classes related to the Freedom of Information Act (FOIA), records management, government ethics, the Railway Labor Act, federal sector personnel law, conflict resolution and employment law.

3. Enhance outreach opportunities in the legal, labor relations and alternative dispute resolution communities to better inform stakeholders about developments and increase the skills and experience of OLA employees.

FY 2017 ACCOMPLISHMENTS:

Members of the Office of Legal Affairs continue to actively participate as panelists and attendees at conferences sponsored by the American Bar Association, American Law Institute, the National Association of Railroad Referees and the Association of Labor Relations Agencies. This year OLA attorneys gave presentations on the Railway Labor Act; Ethics, recent RLA case developments, and remedies under the RLA. OLA continued to participate in intra-governmental initiatives with other federal agencies such as the Department of Transportation, Federal Labor Relations Authority, Department of Labor, National Labor Relations Board, and the Federal Mediation and Conciliation Service. OLA attorneys serve as both Senior Editors and Con-

tributing Editors of the Railway Labor Act treatise published by the Bloomberg/BNA and this year completed the fourth edition of this treatise.

4. OLA staff provides prompt and efficient assistance to Presidential Emergency Boards.

FY 2017 ACCOMPLISHMENTS:

All OLA staff members are trained on Emergency Board Procedures. OLA maintained continuous industry and agency communication at a level that provided for early preparation for potential Presidential Emergency Boards.

5. OLA maintains concise, relevant reference materials that are readily available to the public and which reduce the number of man-hours used to research and respond to inquiries.

FY 2017 ACCOMPLISHMENTS:

OLA conducts semi-annual reviews of the Representation Manual and web site, updating where appropriate. In FY 2017, OLA engaged in rulemaking on this topic and issued new FOIA regulations. The regulations include rules on the "Proactive Disclosure of Materials" and include the publication of frequently requested materials on the NMB's website.

6. Expand the use of technology to further streamline and reduce costs in representation and interference investigations.

FY 2017 ACCOMPLISHMENTS:

OLA continued to investigate use of voice recognition software and other cost and time saving mechanisms in taking employee statements during interference investigations and drafting representation determinations.

STRATEGIC PLAN GENERAL GOAL 3: ARBITRATION

1. Arbitration will provide outstanding service delivery to internal and external customers.

FY 2017 ACCOMPLISHMENTS:

An audit was conducted of the administrative caseload processes, and procedures governing public law boards and system boards of adjustments were reviewed with the goal of streamlining. Procedures at the NRAB were also reviewed. Electronic processing of cases was introduced at the NRAB resulting in a change by the NRAB in its procedures for processing cases. Grievance mediation/arbitration was introduced to successfully resolve several cases at the NRAB.

2. To engage in active roster development for the contract arbitrators serving the airline and railroad industries.

FY 2017 ACCOMPLISHMENTS:

NMB worked with the outside professional associations to increase the diversity of its applicants for the NMB's Arbitrators roster. NMB participated in an arbitrator training program with a major organization representing diverse arbitrators to introduce more arbitrators to railroad and airline arbitration.

3. The Office of Arbitration Services will be a center of innovation in the resolution of "minor" disputes.

FY 2017 ACCOMPLISHMENTS:

The NMB met with the Arbitration Forum several times during FY 2017 to discuss innovation to improve the program. The NMB also continued its review of all grievance mediation cases. The NMB met with labor and carrier representatives at the NRAB to implement the electronic processing of cases at the NRAB.

STRATEGIC PLAN GENERAL GOAL 4: ADMINISTRATION

1. Provide outstanding service delivery to internal and external customers.

FY 2017 ACCOMPLISHMENTS:

The Office of Administration responded to all requests for assistance or service from internal and external customers as soon as received. In addition, new Employee Orientation training was completed for each new employee.

2. Provide timely, efficient and responsible stewardship of the NMB's fiscal resources.

FY 2017 ACCOMPLISHMENTS:

The NMB worked with BFS to ensure that required financial reporting is prepared and submitted timely. The NMB worked with BFS to ensure that 99.1% of payments were paid timely and accurately.

3. Ensure agency spending and budgets are transparent and provide the necessary support for each of the agency's missions throughout the whole fiscal year.

FY 2017 ACCOMPLISHMENTS:

The NMB has an agreement with BFS to handle the agency's financial management system, and the agency integrated PRISM (a web-based procurement system) into its procurement process. The NMB works with the BFS on a regular basis to ensure that the agency's quarterly apportionment is not exceeded.

4. Improve agency efficiency and public communications through cost effective information and communications technology improvements, including implementing Enterprise Architecture (design, secure and document) the emerging cloud, mobile, and other mechanisms.

FY 2017 ACCOMPLISHMENTS:

The NMB completed its transition into the cloud environment for e-mail, calendars, contacts, and records. With this change, the NMB eliminated the majority of its in-house servers and made possible a revision and reduction in price of its network support contract.

5. Continue to ensure that NMB Information is secure while maintaining a government-leading information and communication technology system.

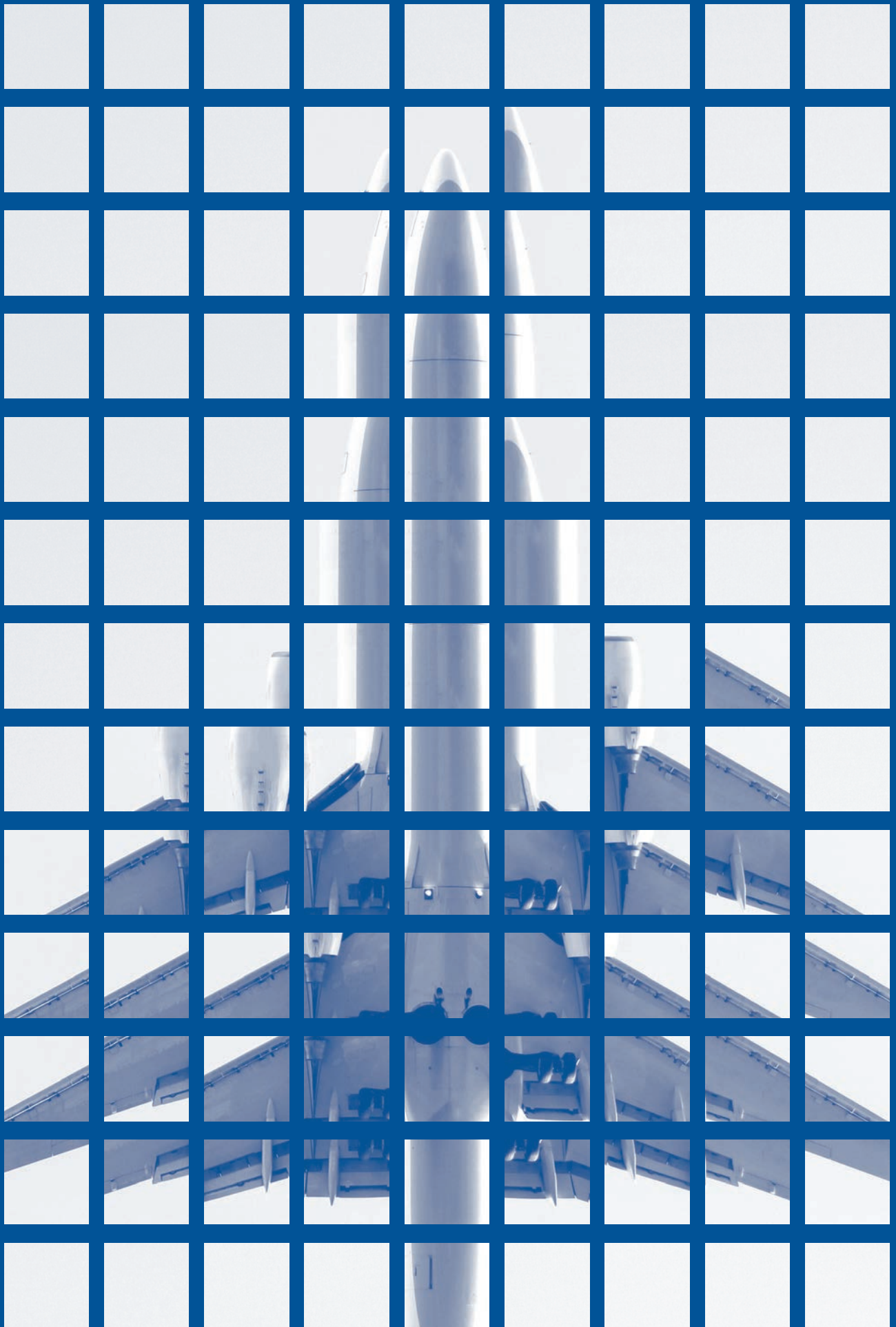
FY 2017 ACCOMPLISHMENTS:

The NMB ensures that all information that contains Private Personnel Information (PPI) is password protected when transmitted electronically.

REPRESENTATION & PRESIDENTIAL EMERGENCY BOARDS

34 Representation Overview

37 Presidential Emergency Boards (PEB) Overview



REPRESENTATION OVERVIEW

Under the Railway Labor Act (RLA), employees in the airline and railroad industries have the right to select a labor organization or individual to represent them for collective bargaining. Employees may also decline representation. An RLA representational unit is a “craft or class,” which consists of the overall grouping of employees performing particular types of related duties and functions. The selection of a collective bargaining representative is accomplished on a system-wide basis, which includes all employees in the craft or class anywhere the carrier operates in the United States. Due to this requirement and the employment patterns in the airline and railroad industries, the Agency’s representation cases frequently involve numerous operating stations across the nation. [An application for a representation investigation may be obtained from the Agency’s web site at www.nmb.gov.]

If a showing-of-interest requirement is met, the NMB continues the investigation, usually with a secret Telephone/Internet election. Only employees found to be eligible to vote by the NMB are permitted to participate in elections. The NMB is responsible for determining RLA jurisdiction, carrier status in mergers, and for ensuring that the requirements for a fair election process have been maintained without “interference, influence or coercion.” If the employees vote to be represented, the NMB issues a certification of that result which commences the carrier’s statutory duty to bargain with the certified representative.

In many instances, labor and management raise substantial issues relating to the composition of the electorate, jurisdictional challenges, allegations of election interference, and other complex matters which require careful investigations and ruling by the NMB.

The following chart reflects the actual case numbers for FY 2016, FY 2017 and the five-year average, FY 2013-2017:

CASE SUMMARIES

Representation disputes involving large numbers of employees generally are more publicly visible than cases involving a small number of employees. However, all cases require and receive neutral and professional investigations by the agency. The NMB ensures that the employees’ choices regarding representation are made without interference, influence or coercion. The case summaries that follow are examples of the varied representation matters which were investigated and resolved by the NMB to date in FY 2017.

ALASKA AIRLINES/VIRGIN AMERICA

On December 30, 2016, pursuant to the NMB’s Merger procedures and NMB Representation Manual Section 19.3, Alaska Airlines and Virgin America (collectively the Carriers) notified the NMB that, on December 14, 2016, Alaska Air Group, Inc. (AAG), parent of Alaska Airlines, Alpine Acquisition Corp. (a wholly owned subsid-

	FY2016 ACTUAL	FY2017 ACTUAL	FY2013 – FY 2017 FIVE YEAR AVERAGE
Pending at Start	3	5	4
Docketed	31	30	34
Closed	29	28	36
Pending at End	5	7	3

REPRESENTATION HIGHLIGHTS

The NMB Office of Legal Affairs (OLA) continues to operate at a high level of quality and efficiency. As a review of customer service and performance standards will attest, the Agency’s Representation program consistently achieves its performance goals, delivering outstanding services to the parties and the public.

To date in FY 2017, the OLA staff closed 28 cases and also docketed 30 cases during the year. With the agency resources requested for 2018, it is estimated that 33 representation cases will be investigated and resolved in the next fiscal year.

ary of AAG), and Virgin America implemented their April 1, 2016 Agreement and Plan of merger, resulting in AAG’s acquisition of 100 percent of the outstanding shares of Virgin America.”

Subsequently, the Board investigated Alaska Airlines and Virgin America to determine whether the Carriers were operating as a single transportation system for representation purposes under the RLA with respect to the crafts or classes of Flight Attendants, Pilots, Clerical, Office, Fleet and Passenger Service Employees and Dispatchers. These cases involved approximately 12,000 employees.

Based on the application of the NMB’s well-settled single carrier

criteria to the facts disclosed by each investigation, the Board determined that there was substantial integration of operations, financial control, and labor and personnel functions and that Alaska and Virgin America are a single transportation system with respect to those crafts or classes. See Alaska Airlines, Inc./Virgin America, Inc., 44 NMB 24 (March 13, 2017)(Flight Attendants); Alaska Airlines, Inc./Virgin America, Inc., 44 NMB 49 (April 6, 2017)(Clerical, Office, Fleet and Passenger Service Employees); Alaska Airlines, Inc./Virgin America, Inc., 44 NMB 82 (May 5, 2017)(Pilots); Alaska Airlines, Inc./Virgin America, Inc., 44 NMB 165 (June 15, 2017) (Dispatchers).

In addition to the single transportation system determinations,

the Board has also resolved the representation consequences with regard to the Flight Attendant, Clerical, Office, Fleet and Passenger Service Employees, Pilots, and Dispatchers crafts or classes. Alaska Airlines, Inc./Virgin America, Inc., 44 NMB 63 (April 18, 2017)(Flight Attendants); Alaska Airlines, Inc./Virgin America, Inc., 44 NMB 97 (May 8, 2017)(Clerical, Office, Fleet and Passenger Service Employees); Alaska Airlines, Inc./Virgin America, Inc., 44 NMB 152 (June 5, 2017) (Pilots); Alaska Airlines/Virgin America 44 NMB 195 (August 24, 2017) (Dispatchers).

The following chart reflects the actual case numbers for FY 2017 to date, and the estimated case numbers for FY 2018 and FY 2019:

	FY2017 ACTUAL	FY2018 ESTIMATED	FY2019 ESTIMATED
Pending at Start	5	7	5
Docketed	30	31	35
Closed	28	33	34
Pending at End	7	5	6

REPRESENTATION CASES

START PENDING



NEW



SUM



CLOSED



END-PENDING



PRESIDENTIAL EMERGENCY BOARDS (PEB) OVERVIEW

Section 159A (Section 9A) of the Railway Labor Act (RLA) provides special, multi-step emergency procedures for unresolved collective-bargaining disputes affecting employees on publicly funded and operated commuter railroads. Section 160 (Section 10) of the RLA covers all other railroads and airlines.

When the National Mediation Board determines that a collective-bargaining dispute cannot be resolved in mediation, the agency proffers Interest Arbitration to the parties. Either labor or management may refuse the proffer and, after a 30-day cooling-off period, engage in a strike, implement new contract terms, or engage in other types of economic self-help, unless a Presidential Emergency Board (PEB) is established.

If the NMB determines, pursuant to Section 160 of the RLA, that a dispute threatens substantially to interrupt interstate commerce to a degree that will deprive any section of the country of essential transportation service, the NMB notifies the President. The President may, at his discretion, establish a PEB to investigate and report upon such dispute. Status-quo conditions must be maintained throughout the period that the PEB is impaneled and for 30 days following the PEB report to the President. If no agreement is reached, and there is no intervention by Congress, the parties are free to engage in self-help 30 days after the PEB reports to the President.

Apart from the emergency board procedures provided by Section 160 of the RLA, Section 9a provides special, multi-step emergency procedures for unresolved disputes affecting employees on publicly funded and operated commuter railroads. If the Mediation procedures are exhausted, the parties to the dispute or the Governor of any state where the railroad operates may request that the President establish a PEB. The President is required to establish such a board if requested. If no settlement is reached within 60 days following the creation of the PEB, the NMB is required to conduct a public hearing on the dispute. If there is no settlement within 120 days after the creation of the PEB, any party or the Governor of any affected state may request a second, final-offer PEB. No self-help is permitted pending the exhaustion of these emergency procedures.

A chart reflecting the actual case numbers for FY 2016, FY 2017 and the five-year average, FY 2013-2017 follows:

	FY2016 ACTUAL	FY2017 ACTUAL	FY2013 – FY2017 FIVE YEAR AVERAGE
Emergency Board Section 160	0	0	0.5
Emergency Board Section 159A	1	0	1

PEB HIGHLIGHTS

There were no PEBs established in FY 2017.

FORECAST FOR FY 2018, FY 2019, AND BEYOND

The NMB cannot predict precisely the number of PEBs that may be created during a given fiscal year. Estimates are based, among other factors, upon prior experience and knowledge of

the contentiousness of the parties in the bargaining process and mediation, the number of cases, and the degree of impact of any dispute. For example, activity leading up to a release and the creation of a PEB for the LIRR and multiple unions occurred in FY 2013, but the PEB was established in FY 2014.

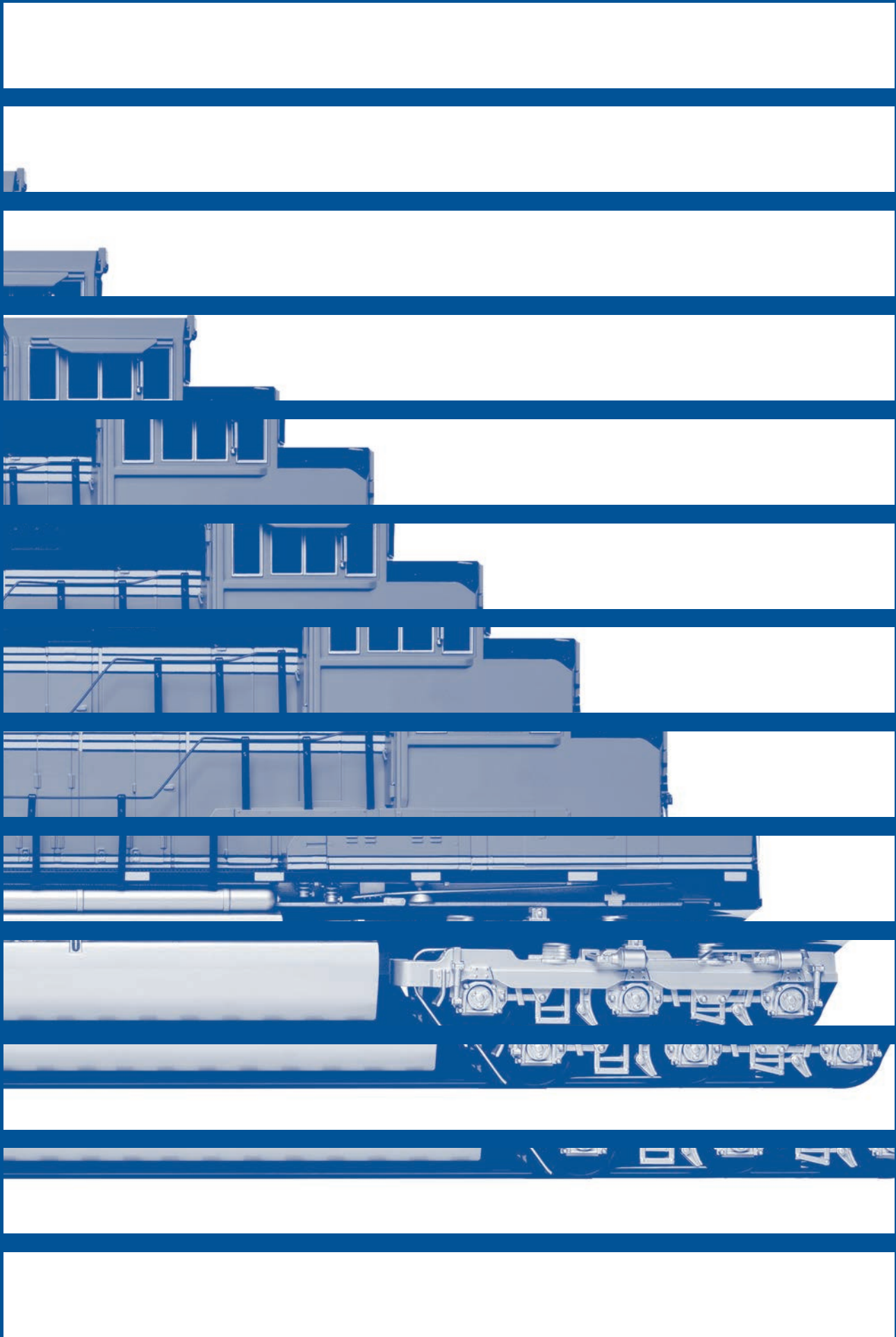
The following chart reflects the actual case numbers for FY 2017 and estimated case numbers for FY 2018 and FY 2019:

	FY2017 ACTUAL	FY2018 ESTIMATED	FY2019 ESTIMATED
Emergency Board Section 160	0	1	1
Emergency Board Section 159A	0	1	1

RAILROAD GRIEVANCE ARBITRATION

42 NRAB Board Members and Referees

43 Section 3 Tribunals



NATIONAL RAILROAD ADJUSTMENT BOARD MEMBERS AND REFEREES

NRAB

MATTHEW R. HOLT
NRLC, Board Chairman

MARCUS J. RUEF
BLET, Board Vice Chairman

**FIRST
DIVISION
MEMBERS**

Matthew R. Holt
NRLC, Chairman

Douglas W. Davidson
BLET, Vice Chairman

Jeremy Ferguson,
SMART-TD
Jackie Newstadt, G&W
Marcus J. Ruef, BLET
Lucy Ruf, UP
Andrea Smith, BNSF
David B. Wier
SMART-TD

**SECOND
DIVISION
MEMBERS**

H. Glen Williams
NRLC, Chairman

William T. Bohné
IBEW, Vice Chairman

Sean M. Dalton, URR
Charles J. Fraley,
SMART
Donald E. Grissom
BRC
Niels Hansen, G&W
Sherry Johnson, BNSF
John Lacey, IAMAW

**THIRD
DIVISION
MEMBERS**

Jeanie L. Arnold
NRLC, Chairman

Zachary C. Voegel
BMWED, Vice
Chairman

Donald Boyd, HERE
John Bragg, BRS
Rory R. Broyles, ATDA
Katrina Donovan, CSX
Anthony Lomanto, ST
Anthony Mosso, CP
Emily Pantoja, TCIU
Brad Ragland, TRRA

**FOURTH
DIVISION
MEMBERS**

Jeffrey F. Rodgers
NRLC, Chairman

Allison Parker
ARASA, Vice Chairman

Tammy Hardge-Stephenson, KCS
Kevin Haugh, G&W
Ryan Hidalgo, BMWWE
Doyle K. Turner,
SMART

**NRAB
REFEREES**

**FIRST
DIVISION**

Meeta Bass
Edwin H. Benn
Patricia Bittel
Ezio Borchini
Jules I. Crystal
James Darby
Paul Gordon
Robert Grey
Michael S. Jordan
Sinclair Kossoff
George Larney
Peter Meyers
Sidney Moreland
James Nash
Debra Neveu
Robert Peterson
Thomas Rinaldo
Erica Tener
Elizabeth Wesman

**SECOND
DIVISION**

Joseph Fagnani

**THIRD
DIVISION**

Meeta Bass
Edwin H. Benn
Patricia Bittel
Dennis Campagna
I.B. Helburn
George Larney
Roger K. MacDougall
Sidney Moreland
Peter Meyers
Margo Newman
Barry E. Simon

**FOURTH
DIVISION**

SECTION 3 TRIBUNALS ESTABLISHED FY 2017

TYPE	NO. OF BOARDS
Public Law	44
Special Boards of Adjustment Arbitration Board	0
TOTAL	44

1. PUBLIC LAW BOARDS, SPECIAL BOARDS OF ADJUSTMENT AND ARBITRATION BOARDS

1A. CARRIERS

Arkansas & Missouri Railroad	Metro North Commuter Rail
Belt Railway Company of Chicago	Montana Rail Link
Burlington Northern Santa Fe Railway Company	National Railroad Passenger Corporation (AMTRAK)
California Northern Railroad	New Jersey Transit Authority
Canadian National Railway Company	New Orleans Public Belt Railroad
Canadian Pacific Railway Company	Norfolk Southern Corporation
Chicago, Fort Wayne Railroad	Northeast Illinois Regional Commuter Railroad
Consolidated Rail Corporation	Northern Indiana Commuter Transportation District
CSX Transportation, Inc.	Paducah & Louisville Road
Delaware and Hudson	Pan Am Railway
Delray Connecting Railroad	Port Authority Trans Hudson of NY & NJ
Fruit Growers Express	Soo Line Railroad Company
Gary Railway Company	Southeastern Pennsylvania Transportation Authority
Grand Trunk Western Railroad	Springfield Terminal Railway
Kansas City Southern Railroad	Terminal Railroad Association of St. Louis
Keolis Commuter	Texas Mexican Railway
Kiamichi Railroad Company	Transit America Services, Inc.
Illinois Central Railroad	Union Pacific Railroad Company
Indiana Harbor Belt Railroad	Union Railroad
Long Island Rail Road	Wisconsin Central Ltd.
Massachusetts Bay Commuter Railroad	

1B. UNIONS

American Train Dispatchers Association	Railway Independent Transit Union
Amtrak Service Workers Council	SMART-Sheet Metal, Air, Rail & Transportation
Brotherhood of Locomotive Engineers & Trainmen-IBT	SMART-Transportation Division
Brotherhood of Maintenance of Way Employes-IBT	Transportation Communications Union/IAM
Brotherhood of Railroad Signalmen	Transportation Communications Union/ARASA
International Association of Machinists & Aerospace Workers	Transportation Communications Union/Carmen
International Brotherhood of Teamsters	Transport Workers Union of America
International Brotherhood of Blacksmiths & Boilermakers	
International Brotherhood of Electrical Workers	
International Federation of Professional & Technical Engineers	
National Conference of Firemen and Oilers, SEIU	

**1C. ARBITRATORS APPOINTED IN FY 2017
(PUBLIC LAW BOARD, SPECIAL BOARD OF ADJUSTMENT OR ARBITRATION BOARD)**

Earlene Baggett- Hayes
Meeta Bass
Edwin Benn
Paul Betts
Steven Bierig
John R. Binau
Patricia Bittel
Ezio Borchini
Dennis Campagna
Michael Capone
Brian Clauss
Lisa Charles
James E. Conway
Hyman Cohen
James Darby
Francis J. Domzalski
Lewis L. Ellsworth
Joseph Fagnani
Steven Friedman
Gayle Gavin
Amedeo Greco
Thomas H. Gibbons
Charlotte Gold
Paul Gordon
Robert Grey
Patrick Halter
Don Hampton
Richard Hanft
I B. Helburn
Richard Humphreys
Louis Imundo
Jeffrey Jacobs
Michael B. Jordan
Ann S. Kenis
Joyce Klein
Andria Knapp
Lisa S. Kohn
Sinclair Kossoff
Mitchell Kraus
George Larney
Roger MacDougall

Sherwood Malamud
Andree McKissick
Peter R. Meyers
William R. Miller
Sidney Moreland
Cary Morgen
James Nash
Debra Neveu
Margo Newman
Daniel Nielsen
Kenneth O'Brien
Robert M. O'Brien
Joan Parker
Robert Perkovich
Robert E. Peterson
Richard H. Radek
David Ray
Thomas N. Rinaldo
Sean Rogers
Lynette A. Ross
Barry E. Simon
Lamont Stallworth
Andrew Strongin
Erica Tener
Berry Tucker
David Twomey
Kathryn VanDagens
M. David Vaughn
Gerald E. Wallin
Lamont Walton
Randy Weiss
Elizabeth C. Wesman
Michael Whelan
Burton White
Bradley Winter
Charles Wise
Jeanne Wood
Jacalyn Zimmerman
Marty E. Zusman

2. LABOR PROTECTIVE PROVISIONS

N/A

3. UNION SHOPS

N/A

4. SYSTEM BOARDS OF ADJUSTMENT

N/A

5. ONLINE ARBITRATION REPORTS

The online reports are “real time”; they are updated online as the NMB updates the underlying Case Tracking System. These reports are available on the Arbitration web page.

NRAB OPEN CASE REPORT

The NRAB Open Case Report shows all of the cases that are currently open for the NRAB. Shown in this report are the Arbitrator (if assigned), the parties, the date the case was opened and the date the case was heard.

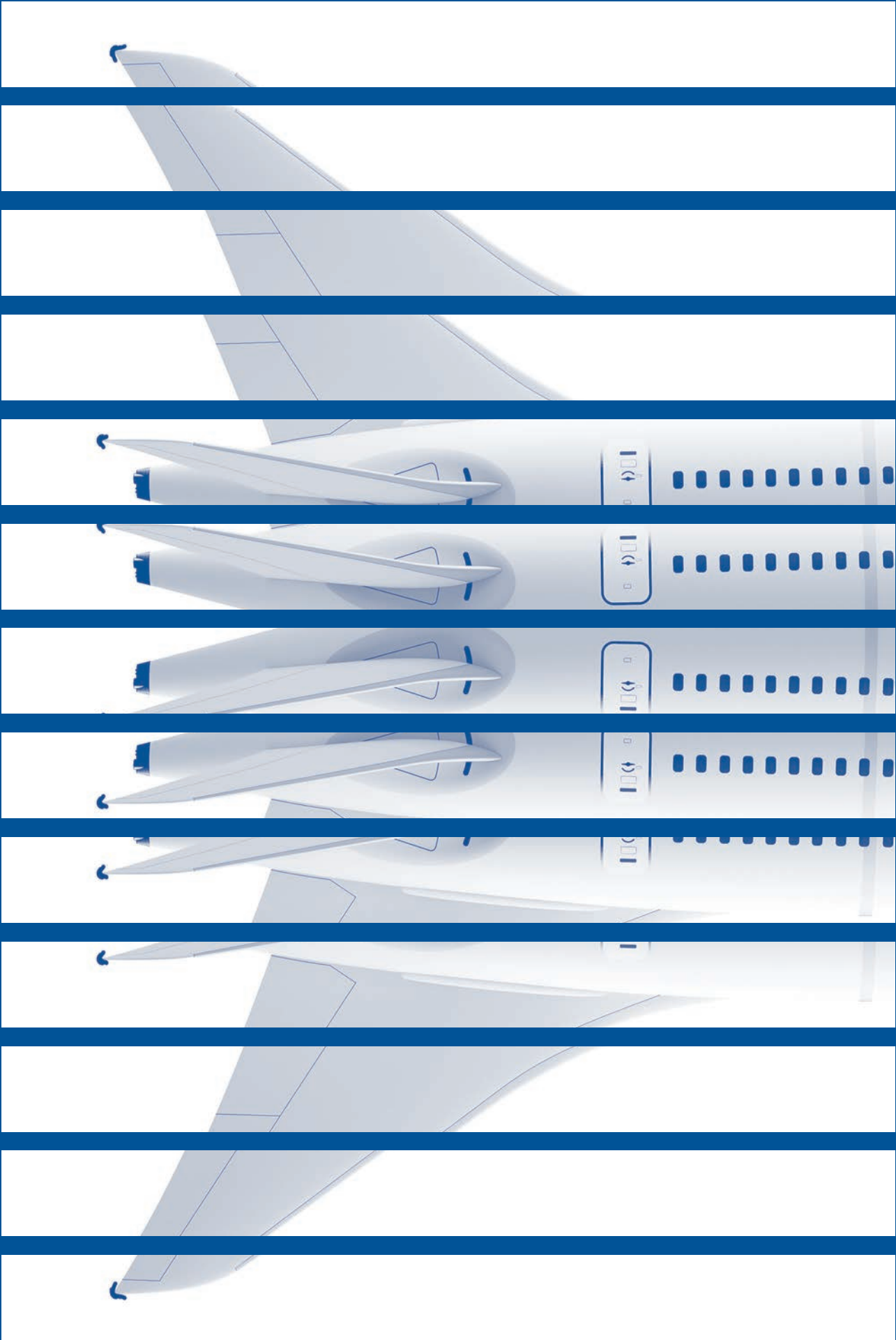
ARBITRATORS CASELOAD REPORT

This report lists by Arbitrator all of the open cases to which each Arbitrator is assigned. The report shows the parties involved, the date the case was opened, and the date the case was heard. Cases that have not been closed within 3 months of the hearing date are deemed late and this is also shown in the report.

SUPPORTING REPORTS & TABLES

48 Case Tables

54 Case Record



CASE TABLES

TABLE 1—NUMBER OF CASES RECEIVED AND CLOSED

MEDIATION	FY-2017	FY-2016	FY-2015	FY-2014	FY-2013	2013-17
Start Pending	60	81	90	100	98	86
New	36	27	36	44	38	36
Sum	96	108	126	144	136	122
Closed	26	48	45	55	36	42
End-Pending	72 ¹	60	81	90 ²	100	81
ADR						
Start Pending	39	35	33	30	26	33
New	67	45	75	70	40	59
Sum	106	80	108	100	66	92
Closed	59	41	73	58	36	53
End-Pending	48 ³	39	35	42	30	39
REPRESENTATION						
Start Pending	5	3	1	2	9	4
New	30	31	39	34	41	35
Sum	35	34	40	36	50	39
Closed	28	29	37	35	48	35
End-Pending	7	5	3	1	2	4
ARBITRATION						
Start Pending	7455 ⁴	6240	5133	3577	2084	4897.8
New	4148	4754	3816	4313	6576	4721.4
Sum	11603	10994	8949	7890	8660	9619.2
Closed	3057	3562	2702	2946	4332	3139.8
End-Pending	8546	7432	6247	4944	4328	6299.4

1—Includes one Amtrak case that was closed and reopened as two separate cases with the original docket date December 15, 2015.

2—The Mediation Department completed a changeover from a manual to an automated case management system in fiscal year 2015. After the changeover was complete, the audit revealed an error in the old system which resulted in incorrect case numbers.

3—Data transfer error.

4—A review of the automated case management system resulted in an additional 23 cases pending at the beginning of fiscal year 2017.

TABLE 2—REPRESENTATION CASE DISPOSITIONS

	NUMBER OF CASES	NUMBER OF CRAFTS OR CLASSES	NUMBER OF EMPLOYEES INVOLVED	NUMBER OF EMPLOYEES PARTICIPATING
RAILROADS				
Certifications	10	9	87	63
Dismissals	6	5	37	33
Totals	16	14	124	96
AIRLINES				
Certifications	10	7	14,715	12,930
Dismissals	4	4	13,767	48
Totals	14	11	28,482	12,978
Totals Railroad and Airlines	30	25	28,606	13,074

TABLE 3—RAILROAD AND AIRLINE REPRESENTATION CASES CLOSED

RAILROADS	TOTAL CASES	REPRESENTATION CASES
Agents, Telegraphers and Towermen		0
Boilermakers and Blacksmiths		0
Brakemen and Conductors		0
Carmen		1
Clerical Office, Station and Storehouse Employees		1
Conductors		0
Dining Car Employees, Train and Pullman Porters		0
Electrical Workers		1
Engineers		2
Engineers and Related Employees		0
Firemen and Oilers		0
Locomotive Engineers		0
Locomotive Firemen and Hostlers		0
Locomotive Maintenance Employees		0
Longshoremen		0
Machinists		1
Maintenance of Way Employees		2
Marine Service Employees.		0
Mechanical Department Foremen and/or Supervisor of Mechanics		0
Operating and Non-Operating Employees		1
Police Officers Below the Rank of Captain		0
Power Directors (Supervisors)		0
Railroad Freight Loaders and Handlers		0
Sheet Metal Workers		0
Signalmen		0
Subordinate Officials in the Maintenance of Way Dept		0
Subordinate Officials in the Maintenance of Equipment Department		0
Subordinate Officials in the Maintenance of Way and Structures Department (B & B)		0
Technical Engineers, Architects, Draftsmen and Allied Workers		0
Train Dispatchers		0
Train and Engine Service Employees		2
Train, Engine and Yard Service Employees		1
Transportation Operations Employees		0
Yardmasters		0
Combined Groups, Railroad		2
Miscellaneous, Railroad		0
Railroad Total		14

AIRLINES	TOTAL CASES	REPRESENTATION CASES
Cockpit Crew Members		1
Engineers and Related Employees		0
Fleet and Passenger Service Employees		1
Flight Attendants		2
Flight Crew Training Instructors		0
Flight Deck Crew Members		0
Flight Dispatchers		2
Flight Engineers		0
Flight Kitchen and Commissary Employees		0
Flight Simulator Engineers		0
Ground School Instructors		2
Mechanics and Related Employees		1
Office Clerical Employees		1
Passenger Service Employees		0
Pilots		3
Stock and Stores Employees		0
Combined Groups, Airlines		0
Miscellaneous, Airlines		1
Airline Total		14
Grand Total, Railroads and Airlines		28

TABLE 4—RAILROAD AND AIRLINE REPRESENTATION DETERMINATIONS BY CRAFT OR CLASS

RAILROADS	NUMBER OF CASES	NUMBER OF CRAFTS OR CLASS DETERMINATIONS	NUMBER OF EMPLOYEES	NUMBER OF EMPLOYEES PARTICIPATING
Clerical Office, Station and Storehouse Employees	1	1	11	-
Carmen	1	1	4	-
Electrical Workers	1	0	4	-
Engineers	2	1	5	-
Locomotive Engineers	0	0	0	0
Locomotive Firemen and Hostlers	0	0	0	0
Locomotive Maintenance Employees	0	0	0	0
Machinists	1	0	9	-
Maintenance of Way Employees	2	1	12	-
Operating/Non-Operating Employees	1	1	5	-
Sheet Metal Workers	0	0	0	0
Signalmen	0	0	0	0
Train Dispatchers	2	0	0	0
Train and Engine Service Employees	2	2	35	-
Train, Engine and Yard Service Employees	1	0	7	-
Transportation Operations Employees	0	0	0	0
Yardmasters	0	0	0	0
Combined Groups, Railroad	2	2	32	
Miscellaneous, Railroad	0	0	0	0
Railroad Total	16	9	124	-

AIRLINES	NUMBER OF CASES	NUMBER OF CRAFTS OR CLASS DETERMINATIONS	NUMBER OF EMPLOYEES	NUMBER OF EMPLOYEES PARTICIPATING
Cockpit Crew Members	1	0	400	1.3
Engineers and Related Employees	0	0	0	0
Fleet and Passenger Service Employees	1	0	900	3.1
Fleet Service Employees	0	0	0	0
Flight Attendants	2	2	6,748	23.5
Flight Crew Training Instructors	0	0	0	0
Flight Deck Crew Members	1	0	0	0
Flight Dispatchers	2	1	86	..
Flight Engineers	0	0	0	0
Flight Simulator Engineers	0	0	0	0
Ground School Instructors	2	1	7	..
Maintenance Training Specialists	0	0	0	0
Mechanics and Related Employees	1	1	280	..
Office Clerical Employees	1	0	4,200	14.6
Passenger Service Employees	0	0	0	0
Pilots	2	2	2,561	8.9
Stock and Stores Employees	0	0	0	0
Combined Groups, Airlines	0	0	0	0
Miscellaneous, Airlines	1	0	13,300	46
Airline Total	14	7	28,482	97.4
Grand Total, Railroads and Airlines	30	16	28,606	

1-Percent listing for each group represents the percentage of the 28,606 employees involved in all railroad and airline cases during fiscal year 2017.
(-) Less than one percent.

MEDIATION CASES DOCKETED AND CLOSED

AIRLINE CASES DOCKETED

CARRIER	UNION	CRAFT / CLASS
Southern Air	IBT	Flight Deck Crew
Norwegian Air	NCCA/AFA	Flight Attendants
Sliver Airways	AFA	Flight Attendants
Omni Air	IBT	Pilots
MESA Airlines	ALPA	Pilots
GoJet	AFA	Flight Attendants
NetJets	IBT	Mechanics/Stock Clerks
Air Methods	OPEIU	Flight Crew/Pilots
Northern Air Cargp	IBT	Pilots
Aloha Air	IBT	Pilots
XTRA Air	XTRA APA	Pilots
JetBlue	ALPA	Pilots
Frontier Airlines	AFA	Flight Attendants
American Trans International	ALPA	Pilots
Open Skies	IAM	Flight Attendants
PSA	IAM	Mechanics and Related
TMC	IBT	Pilots
British Airways	IAM	Passenger Service
British Airways	IAM	Maintenance Engineers
Air Wisconsin	AFA	Flight Attendants
Air Wisconsin	TWU	Dispatchers

RAILROAD CASES DOCKETED

CARRIER	UNION	CRAFT / CLASS
NCCC	ATDA	Dispatchers
NCCC	SMART	Conductors
NCCC	BRS	Signalmen
NCCC	BMWED	Maintenance of Way
NCCC	SMART	Sheetmetal Workers
NCCC	NCFO	Laborers
NCCC	IBB	Boilermakers and Blacksmith
NCCC	BLET	Locomotive Engineers
CP Soo Rail	ATDA	Dispatchers
PATH	TWU	Trackmen
Central Maine & Quebec	SMART	Carmen, Electricians Shop Foremen
Missouri & North Arkansas	BLET	Train & Engine
Providence & Worcester	BRS	Signalmen
New York, Susquehanna & Western Railway	BMWED	Locomotive Mechanics
Tacoma Rail	IAM	Yard Clerks

AIRLINE CASES CLOSED

CARRIER	UNION	CRAFT / CLASS
United Airlines	IBT	Mechanics & Related
Frontier Airline	TWU	Dispatchers
Kallita Airlines	IBT	Pilots
Sun Country Airlines	IBT	Flight Attendants
US Airways	TWU	Flight Crew Training
Southwest Airlines	SWAPA	Pilots
Frontier Airlines	IBT	Aircraft Mechanics
Amerijet	IBT	Pilots
Amerijet	IBT	Flight Engineers
Hawaiian Airlines	ALPA	Pilots
Delta Airlines	ALPA	Pilots
Great Lakes	IAM	Mechanics
Great Lakes	IAM	Clerks
Miami Air	IBT	Flight Deck Crew
Open Skies	IAM	Flight Attendants
ExpressJet	TWU	Dispatchers

RAILROAD CASES CLOSED

CARRIER	UNION	CRAFT / CLASS
Alabama State Port Authority	ILA	Dock Workers
Tacoma Rail	ATDA	Dispatchers
Birmingham Terminal Rail	UTU/SMART	Conductors
METRA	IAM	Machinists
Illinois and Ohio Railroad	BLET	Operating Employees
Amtrak	PRLBC	Signalmen & Maintenance of Way
Pan Am Railroad	BRS	Signalmen
Union Railroad	USW	Office
Union Railroad	USW	Maintenance
Soo Line	ATDA	Dispatchers

ADR CASES DOCKETED

CASE TYPE	CARRIER	UNION	CRAFT OR CLASS
F	AA	TWU/IAM	Mechanics & Related
GM	ExpressJet	TWU	Dispatchers
GM	CSXT	ATDA	Dispatchers
GM	UP	BLET	Engineers
GM	UP	TCU	Clerical
GM	MN	ARASA	Supervisors
GM	AA	TWU	Maintenance
GM	UP	SMART	Operating Employees
GM	SWA	SWAPA	Pilots
GM	Amerijet	IBT	Pilots
GM	UP	SMART	Signalmen/ MoW
GM	UP	SMART	Signalmen/ MoW
GM	UP	TCU	Clerical
GM	UP	SMART	Signalmen/MoW
GM	UP	SMART	Signalmen/MoW
GM	EAI	AFA	Flight Attendants
GM	UP	BLET	Engineers
GM	Amtrak	IBEW	Electrician
OP	Arbitration Forum		
OP	DAL	ALPA	Pilots
OP	Soo Line	SMART	
OP	AA	IAM	
OP	A4A Briefing		
OP	NCCC Reception		Pilots
OP	Freight Rail Symposium		
OP	Section 3 Meeting		
OP	Dunlop II Meeting		
OP	Texas Association of Mediators Conference		
OP	BNSF ADR Ambassador Meeting		
OP	ABA Section of Rail and Airline Law		
OP	Arbitration Forum		
OP	NS Brosan Forest Conference		
OP	SMART Western General Chairman Conference		
OP	Ford and Harrison Airline Symposium		
OP	ALI-CLE Airline Railroad Labor & Employment Law Conference		
OP	NARR Conference		
OP	The College of Professional Studies Villanova		
OP	CSX/NS General Chairman's Meeting		
OP	UP ADR Ambassador Meeting		
OP	BRS General Chairman's Meeting		
OP	SMART Regional Conference		
OP	BNSF Ambassador Program		
OP	IAM Ground Safety Training		
OP	KCS Ambassador Program		
OP	TCU General Chairman's Meeting		

CASE TYPE	CARRIER	UNION	CRAFT OR CLASS
T	Mediator Meeting		
T	Mediator Meeting		
T	Mediator Meeting		
T	Mediator Meeting		
T	Mediator Meeting		
T	ExpressJet	TWU	Dispatchers
T	FFT	ALPA	Pilots
T	UP	BLET	Engineers
T	CSXT	ATDA	Dispatchers
T	SWAPA		Pilots
T	SWAPA		Pilots
T	ALRA		
T	AA TWU	Maintenance	
T	UP SMART	Operating Employees	
T	Texas Labor Management Conference		
T	Amerijet Pilots		
T	UP	SMART	Signalmen
T	UP	SMART	Signalmen
T	UP	SMART	Signalmen
T	UP	SMART	Signalmen
T	UP	BLET	Engineers
T	RPA	IBT	Flight Attendants

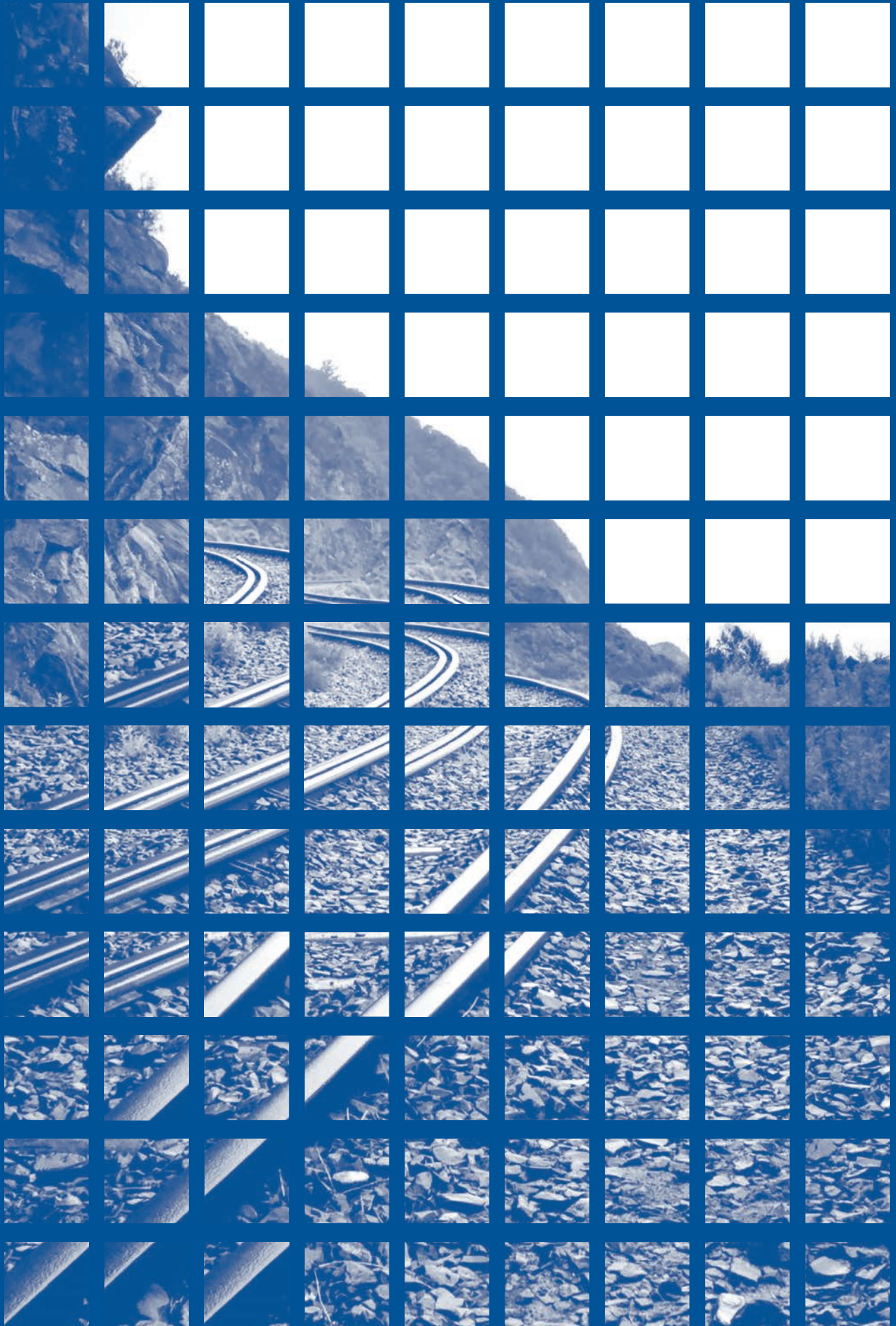
ADR CASES CLOSED

CASE TYPE	CARRIER	UNION	CRAFT OR CLASS
GM	UP TCU	Clerical	
GM	SWA	SWAPA	Pilots
GM	SWA	TWU	
GM	SWA	SWAPA	Pilots
GM	USAirways	IAM	Fleet Service
OP	Arbitration Forum		
OP	DAL	ALPA	Pilots
OP	Soo Line	SMART	
OP	A4A Briefing		
OP	NCCC Reception		Pilots
OP	Freight Rail Symposium		
OP	Section 3 Meeting		
OP	Dunlop II Meeting		
OP	Texas Association of Mediators Conference		
OP	BNSF ADR Ambassador Meeting		
OP	ABA Section of Rail and Airline Law		
OP	Arbitration Forum		
OP	NS Brosan Forest Conference		
OP	SMART Western General Chairman Conference		
OP	Ford and Harrison Airline Symposium		
OP	ALI-CLE Airline Railroad Labor & Employment Law Conference		
OP	NARR Conference		
OP	CSX/NS General Chairman's Meeting		
OP	UP ADR Ambassador Meeting		
OP	BRS General Chairman's Meeting		
OP	SMART Regional Conference		
OP	IAM Ground Safety Training		
OP	KCS Ambassador Program		
OP	TCU General Chairman's Meeting		
OP	United Parcel Service	IPA	Pilot
T	Mediator Meeting		
T	Mediator Meeting		
T	Mediator Meeting		
T	Mediator Meeting		
T	ExpressJet	TWU	Dispatchers
T	FFT	ALPA	Pilots
T	UP	BLET	Engineers
T	CSXT	ATDA	Dispatchers
T	SWAPA		Pilots
T	SWAPA		Pilots
T	ALRA		
T	Texas Labor Management Conference		
T	UP	SMART	Signalmen
T	UP	SMART	Signalmen
T	UP	SMART	Signalmen
T	UP	SMART	Signalmen
T	UP	BLET	Engineers
T	Dominican University		
T	Dominican University		
T	Dominican University		

T	Dominican University		
T	Dominican University		
T	Dominican University		
T	CSXT		
T	Hawaiian	AFA	Flight Attendants
T	UP SMART		
T	AA	APFA	Flight Attendants
T	Mediator Meeting		
T	Mediator Meeting		

FINANCIAL REPORTS & MANAGEMENT ASSURANCES

- 63** CFO Letter
- 64** Independent Auditors' Report
- 66** Financial Statements
- 78** Management Assurances



CHIEF FINANCIAL OFFICER LETTER

November 6, 2017

I am pleased to present the National Mediation Board's Performance and Accountability Report Financial section. This report is an integrated presentation of our financial and operational achievements during the past year, and our plans to continue improving future performance. The principal financial statements and notes that follow explain the NMB's financial position as of September 30, 2017, and also detail the use of agency's financial resources to achieve performance results.

The independent audit of our financial statements has been completed, and I am pleased to report that the NMB received an unmodified opinion, with no material weakness. The audit opinion reflects a financial operation that meets U.S. Department of the Treasury guidance, the Office of Management and Budget (OMB) guidance, federal financial regulations, and generally accepted accounting principles. In addition, this is evidence of the organization's continued emphasis on reviewing and strengthening internal controls in accordance with the requirements from central regulatory bodies of the federal government such as the U.S. Treasury and OMB.

This section also includes FY 2017 financial information and uses our performance results to show how we optimized our financial resources. The NMB is committed to exemplary financial management, and the enhancement of operational efficiency through a variety of cost-saving efforts.

We will continue to focus on identifying solutions to maintain our financial stability, ensure transparency and accountability, and maintain high levels of mission performance and employee satisfaction and morale. We are confident that the NMB's financial and performance data are complete, accurate, and reliable. We will also continue to seek ways to strengthen and improve the agency's system for the administrative control of funds.

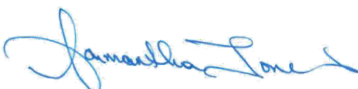
In Fiscal Year 2017, there were improvements substantially exceeding the Small Business Administration's Government-wide goal to ensure that small businesses get their fair share of work with the federal government by awarding the following entities:

- Small Business Goal 23 percent – Actual awards 72.75 percent;
- Small Disadvantage Business Goal 5 percent – Actual awards 57.10 percent;
- Small-Disabled Veteran-Owned Small Business Goal 3 percent – Actual awards 57.10 percent;
- Women-Owned Business Goal 5 percent – Actual awards 7.93 percent; and
- Historically Underutilized Business Zones Goal 3 percent – Actual awards 6.42 percent

The NMB is dedicated to the performance and accountability standards established by the President and Congress, and is keenly aware of the role of sound financial management practices in good government. The NMB's financial professionals will work together to improve financial management and accountability in support of our agency's mission.

The NMB continues to strive to maintain an environment in which program and financial managers work to ensure the integrity of financial information, and use that information in decision-making and performance measurements.

Respectfully,



SAMANTHA JONES

Assistant Chief of Staff,
Administration and Chief Financial Officer

INDEPENDENT AUDITORS' REPORT

BOARD MEMBERS NATIONAL MEDIATION BOARD

REPORT ON THE FINANCIAL STATEMENTS

We have audited the accompanying financial statements of the National Mediation Board which comprise the balance sheet as of September 30, 2017 and 2016 the related statement of net cost, statement of changes in net position, and combined statement of budgetary resources for the year ended, and the related notes to the financial statements (hereinafter referred to as the financial statements).

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these financial statements in accordance with U.S. generally accepted accounting principles; this includes the design, implementation, and maintenance of internal control relevant to the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on the fiscal year 2017 and 2016 financial statements of NMB based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in U.S. Government Auditing Standards, issued by the Comptroller General of the United States; and Office of Management and Budget (OMB) Bulletin No. 17-03, Audit Requirements for Federal Financial Statements. Those standards and OMB Bulletin No. 17-03 require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

OPINION

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the National Mediation Board as of September 30, 2017 and 2016, and its net costs, changes in net position, and budgetary resources for the year then ended in accordance with U.S. generally accepted accounting principles.

OTHER INFORMATION

The information in the Message from the Chairman, Management and Discussion Analysis section, and Other Accompanying Information section of this report is not a required part of the basic financial statements, but is supplementary information required by U.S. generally accepted accounting principles. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of this information. However we did not audit this information and, accordingly, we express no opinion on it.

OTHER REPORTING REQUIRED BY GOVERNMENT AUDITING STANDARDS INTERNAL CONTROL OVER FINANCIAL REPORTING

In planning and performing our audit of the financial statements as of and for the year ended September 30, 2017, we considered NMB's internal control over financial reporting by obtaining an understanding of NMB's internal controls, determining whether internal control had been placed in operation, assessing control risk, and performing test of control to determine auditing procedures for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion of the effectiveness of NMB's internal control. Accordingly, we do not express an opinion on NMB's internal controls over financial

reporting. We limited internal control testing to those necessary to achieve the objectives described in OMB Bulletin No. 17-03. We did not test all internal control relevant to operating objectives as broadly defined by the Federal Managers' Financial Integrity Act of 1982.

Our consideration of internal control for the financial statements was for the limited purpose described in the paragraph above and was not designed to identify all deficiencies in internal control over financial reporting that might be a control deficiency, significant deficiency, or material weakness.

A control deficiency in internal control exists when the design or operation of a control does not allow management or employees, in their normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A significant deficiency is a control deficiency or a combination of deficiencies, that adversely affects NMB's ability to initiate, authorize, record, process, or report financial data reliably in accordance with generally accepted accounting principles such that there is more than a remote likelihood that a misstatement of the NMB's financial statements that is more than inconsequential will not be prevented or detected. A material weakness is a significant deficiency, or a combination of deficiencies, that result in more than a remote likelihood that a material misstatement of the financial statements will not be prevented or detected.

In our fiscal year 2017 audit, we did not identify any deficiencies in internal control over financial reporting that we considered to be a material weakness or significant deficiency, as defined above.

However, we noted an additional matter that we will report to NMB management in a separate letter.

COMPLIANCE AND OTHER MATTERS SPECIFIC TO THE FINANCIAL STATEMENTS

As part of obtaining reasonable assurance about whether NMBs' fiscal year 2017 and 2016 financial statements are free of material misstatements, we also performed test of NMB's compliance with certain provisions of laws and regulations, which noncompliance with could have a direct and material effect on the determination of the consolidated financial statement amounts, and certain provisions of other laws specified in OMB Bulletin No. 17-03. However, providing an opinion on compliance with those provisions was not an objective of our audit of the financial statements, and accordingly, we do not express such an opinion.

The results of our tests of compliance as described in the preceding paragraph disclosed no instances of noncompliance or other matters that are required to be reported herein under Government Auditing Standards or OMB Bulletin No. 17-03.

PURPOSE OF THE OTHER REPORTING REQUIRED BY GOVERNMENT AUDITING STANDARDS

The purpose of the communication provided in the Other Reporting Required by Government Auditing Standards section is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the NMB's internal control or on compliance. This communication is an integral part of an audit performed in accordance with U.S. generally accepted government auditing standards in considering internal control and compliance with provisions of laws and regulations which could have a material effect NMB's financial statements. Accordingly, this communication is not suitable for any other purpose



Allmond & Company, LLC

November 6, 2017

Certified Public Accountants
8181 Professional Place, Suite 250
Landover, Maryland 20785
(301) 918 8200

BALANCE SHEET AS OF SEPTEMBER 30, 2017 & 2016 (IN DOLLARS)

ASSETS	2017	2016
Intragovernmental		
Fund Balance with Treasury (Note 2)	\$ 9,294,068	\$ 7,091,321
Accounts Receivable, Net	4,743	4,235
Total Assets	\$ 9,298,811	\$ 7,095,556
LIABILITIES		
Intragovernmental		
Accounts Payable	\$ 450,883	\$ 100,270
Employer Contributions and Taxes Payable	45,560	50,919
Unemployment Insurance	8,571	-
Total Intragovernmental	505,014	151,189
Accounts Payable	349,492	632,550
Accrued Payroll and Benefits	177,611	205,229
Unfunded Annual Leave (Note 3)	434,065	492,780
Total Liabilities	\$ 1,466,182	\$ 1,481,748
NET POSITION		
Unexpended Appropriations	\$ 8,270,521	\$ 6,102,352
Cumulative Results of Operations	(437,892)	(488,544)
Total Net Position	\$ 7,832,629	\$ 5,613,808
Total Liabilities and Net Position	\$ 9,298,811	\$ 7,095,556

STATEMENT OF NET COST FOR THE FISCAL YEARS ENDING SEPTEMBER 30, 2017 & 2016 (IN DOLLARS)

PROGRAM COSTS	2017	2016
Mediation/ADR		
Gross Cost	\$ 6,690,658	\$ 7,700,989
Total Mediation/ADR	\$ 6,690,658	\$ 7,700,989
Representation		
Gross Cost	\$ 1,899,904	\$ 2,220,764
Total Representation	\$ 1,899,904	\$ 2,220,764
Arbitration		
Gross Cost	\$ 2,221,065	\$ 3,144,844
Total Arbitration	\$ 2,221,065	\$ 3,144,844
Presidential Emergency Board		
Gross Cost		\$ 77,069
Total Presidential Emergency Board	-	\$ 77,069
Total Gross Program Costs	10,811,627	13,143,666
Net Program Costs (Note 7)	\$ 10,811,627	\$ 13,143,666

STATEMENT OF CHANGES IN NET POSITION FOR THE FISCAL YEARS ENDING SEPTEMBER 30, 2017 & 2016 (IN DOLLARS)

	2017	2016
CUMULATIVE RESULTS OF OPERATIONS		
Beginning Balances	\$ (488,544)	\$ (645,166)
BUDGETARY FINANCING SOURCES		
Appropriations Used	10,566,033	12,891,227
OTHER FINANCING SOURCES (NON-EXCHANGE)		
Imputed Financing Sources (Note 4)	296,246	409,061
Total Financing Sources	10,862,279	13,300,288
Net Cost of Operations	(10,811,627)	(13,143,666)
Net Change	50,652	156,622
Cumulative Results of Operations	\$ (437,892)	\$ (488,544)
UNEXPENDED APPROPRIATIONS		
Beginning Balances	\$ 6,102,352	\$ 6,586,663
BUDGETARY FINANCING SOURCES		
Appropriations Received	13,800,000	13,230,000
Other Adjustments	(1,065,798)	(823,084)
Appropriations Used	(10,566,033)	(12,891,227)
Total Budgetary Financing Sources	2,168,169	(484,311)
Total Unexpended Appropriations	\$ 8,270,521	\$ 6,102,352
Net Position	\$ 7,832,629	\$ 5,613,808

STATEMENT OF BUDGETARY RESOURCES FOR THE FISCAL YEARS ENDING SEPTEMBER 30, 2017 & 2016 (IN DOLLARS)

	2017	2016
BUDGETARY RESOURCES		
Unobligated Balance Brought Forward, October 1	\$ 4,170,823	\$ 3,977,704
Recoveries of Prior Year Unpaid Obligations	259,055	515,835
Other Changes in Unobligated Balance	(1,064,242)	(798,971)
Unobligated Balance from Prior Year Budget Authority, Net Appropriations	3,365,636	3,694,568
	13,800,000	13,230,000
Total Budgetary Resources	\$ 17,165,636	\$ 16,924,568
STATUS OF BUDGETARY RESOURCES		
New Obligations and Upward Adjustments (Note 8)	\$ 12,483,034	\$ 12,753,745
UNOBLIGATED BALANCE, END OF YEAR		
Apportioned, Unexpired Account	1,388,843	713,813
Unapportioned, Unexpired Accounts	3,293,759	3,457,010
Total Unobligated Balance, End of Year (total)	4,682,602	4,170,823
Total Budgetary Resources	\$ 17,165,636	\$ 16,924,568
CHANGE IN OBLIGATED BALANCE UNPAID OBLIGATIONS		
Unpaid Obligations, Brought Forward, October 1	\$ 2,920,498	\$ 3,142,504
New Obligations and Upward Adjustments (Note 8)	12,483,034	12,753,745
Outlays (gross)	(10,533,011)	(12,459,916)
Recoveries of Prior Year Unpaid Obligations	(259,055)	(515,835)
Unpaid Obligations, End of Year	\$ 4,611,466	\$ 2,920,498
MEMORANDUM ENTRIES		
Obligated Balance, Start of Year	\$ 2,920,498	\$ 3,142,504
Obligated Balance, End of Year	\$ 4,611,466	\$ 2,920,498
BUDGET AUTHORITY AND OUTLAYS, NET		
Budget Authority, gross	\$ 13,800,000	\$ 13,230,000
Actual Offsetting Collections	(1,556)	(24,112)
Recoveries of Prior Year Paid Obligations	1,556	24,112
Budget Authority, net (total)	\$ 13,800,000	\$ 13,230,000
Outlays, Gross	\$ 10,533,011	\$ 12,459,916
Actual Offsetting Collections	\$ (1,556)	(24,112)
Agency outlays, net	\$ 10,531,455	\$ 12,435,804

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2017 & SEPTEMBER 30, 2016

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. REPORTING ENTITY

The National Mediation Board (NMB), established in 1934 under Section 4 of the Railway Labor Act (RLA), is an independent U.S. federal government agency that performs a central role in facilitating harmonious labor-management relations within two of the nation's major transportation modes - the railroads and airlines. Recognizing the importance of these transportation industries to the public, shippers, and consumers, as well as to the economy and security of the country, the RLA established NMB to promote three key statutory goals:

- The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
- The effectuation of employee rights of self-organization where a representation dispute exists; and
- The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

NMB prepares its financial statements to be in conformity with generally accepted accounting principles.

NMB does not hold any non-entity assets and has no funds from dedicated collections as described by the Statement of Federal Financial Accounting Standards (SFFAS) 43.

B. BASIS OF PRESENTATION

NMB's principal financial statements were prepared from its official financial records and general ledger in conformity with accounting principles generally accepted in the United States and follow the presentation guidance established by OMB Circular No. A-136 "Financial Reporting Requirements," as amended. The amounts reported in the financial statements are consolidated totals net of intra-entity transactions. The financial statements have been prepared to report the financial position, net cost of operations, changes in net position, and the status and availability of budgetary resources of NMB. Unless specified otherwise, all amounts are presented in dollars

C. BASIS OF ACCOUNTING

Transactions are recorded on both an accrual accounting basis and a budgetary basis. The accrual method of accounting requires recognition of the financial effects of transactions, events, and circumstances in the period(s) when those transactions, events, and circumstances occur, regardless of when cash is received or paid. Budgetary accounting facilitates compliance with legal requirements and controls over the use of funds and to keep track of budget authority at the various stages of execution including allotment, obligation, and outlay.

The Balance Sheet, Statement of Net Cost, Statement of Net Position, and Statement of Budgetary Resources have been prepared in accordance with generally accepted accounting principles accepted in the United States for federal entities as prescribed by the standards set forth by the Federal Accounting Standards Advisory Board (FASAB). FASAB is recognized by the American Institute of Certified Public Accountants as the body designated to establish generally accepted accounting principles for federal entities. Certain assets, liabilities, and costs have been classified as intragovernmental throughout the financial statements and notes. Intragovernmental is defined as transactions made between two reporting entities within the federal government.

D. REVENUE AND OTHER FINANCING SOURCES

NMB receives funds to support its programs through annual appropriations. These may be used to pay program and administrative expenses (primarily salaries and benefits, occupancy, travel, and contractual services costs).

Appropriations are recognized as other financing sources at the time they are used to pay program or administrative expenses. Appropriations used to acquire property and equipment is recognized as financing sources when the assets are purchased.

E. USE OF ESTIMATES

The preparation of the accompanying financial statements in accordance with U.S. generally accepted accounting principles requires management to make certain estimates and assumptions that affect the reported amounts of assets, liabilities, revenues, and expenses. Actual results could differ from those estimates.

F. FUND BALANCES WITH THE US DEPARTMENT OF TREASURY

The U.S. Treasury (Treasury) processes cash receipts and disbursements on NMB's behalf. The balance of funds with Treasury represents appropriated funds that are available to pay current liabilities and finance authorized purchase obligations relative to goods or services that have not been received. NMB does not maintain cash in commercial bank accounts or foreign currency balances.

G. ACCOUNTS RECEIVABLE

Accounts receivable primarily consists of amounts due from current and former employees. These receivables are a result of payroll adjustments and or court ordered actions. An allowance for uncollectible accounts receivable from the public is established when either (1) management determines that collection is unlikely to occur after a review of outstanding accounts and the failure of all collection efforts, or (2) an account for which no allowance has been established is submitted to the Department of the Treasury for collection, which takes place when it becomes 120 days delinquent. Based on historical experience, all receivables are collectible and no allowance is provided.

H. PROPERTY AND EQUIPMENT

Property and equipment is stated at cost less accumulated depreciation. NMB capitalizes property and equipment purchases with a cost greater than \$5,000, and a total useful life exceeding one year. Depreciation is calculated on a straight-line basis based on an estimated useful life of 5 years for all assets. Expenditures for repairs and maintenance are charged to operating expenses as incurred.

When NMB enters into a lease agreement, as lessee, if the title of the asset transfers to NMB at the end of the lease or any of the other three capitalization criteria pursuant to SFFAS No. 6, Accounting for Property, Plant, and Equipment, are met, NMB capitalizes the lease at the present value of minimum lease payment and amortizes the cost over the economic useful life of the asset

I. LIABILITIES

Liabilities represent the amount of monies or other resources that are likely to be paid by NMB as the result of a transaction or event that has already occurred. However, no liability can be paid by NMB absent an appropriation. Liabilities for which an appropriation has not been enacted are therefore classified as Liabilities Not Covered by Budgetary Resources and there is no certainty that the appropriations will be enacted. Also, liabilities of NMB arising from other than contracts can be abrogated by the government, acting in its sovereign capacity.

Liabilities covered by budgetary resources are liabilities funded by a current appropriation or other funding source. These consist of accounts payable and accrued payroll and benefits. Accounts payable represent amounts owed to another entity for goods ordered and received and for services rendered except for employees.

Liabilities not covered by budgetary resource are liabilities that are not funded by any current appropriation or other funding source. These liabilities consist of accrued annual leave and contingent liabilities.

J. ACCRUED PAYROLL AND BENEFITS

Accrued payroll and benefits reflect salaries and benefits that have been earned, but not disbursed as of September 30, 2017. Accrued payroll and benefits are payable to employees and are therefore not classified as Intragovernmental.

K. ANNUAL, SICK AND OTHER LEAVE

Annual leave is accrued as a liability as it is earned. The accrual is reduced as leave is taken. Each pay period the balance in the accrued leave account is adjusted to reflect the current leave balances and pay rates. Accrued annual leave is paid from future funding sources and accordingly is reflected as a liability not covered by budgetary resources. Sick leave and other types of non-vested leave are charged to expense as the leave is used.

L. RETIREMENT PLAN

NMB's employees participate in either the Civil Service Retirement System (CSRS) or the Federal Employees' Retirement System (FERS). Employees participating in CSRS contribute 7 percent of their gross pay to the plan, and NMB contributes 7 percent.

On January 1, 1987, FERS went into effect pursuant to Public Law 99-335. Most employees hired after December 31, 1983, are automatically covered by FERS and are eligible for Social Security benefits. Employees hired prior to January 1, 1984, could elect either to transfer to the FERS plan and become eligible for Social Security benefits or remain in CSRS. A primary feature of FERS is that it offers a savings plan in which NMB automatically contributes 1 percent of employees' pay and matches any employee contribution up to an additional 4 percent of pay.

The actuarial present value of accumulated benefits, assets available for benefits, and unfunded pension liability of CSRS and FERS is not allocated to individual departments and agencies and is therefore not disclosed by NMB. The reporting of these amounts is the responsibility of the Office of Personnel Management.

M. COMMITMENTS AND CONTINGENCIES

A commitment is a preliminary action that reserves available funds until an obligation is made which will result in a legal liability of the U.S. government. Examples of a commitment include purchase requisitions or unsigned contracts. All open commitments at year end are closed out and new commitments (requisitions) need to be recorded in the next fiscal year. Accordingly, no open commitments exist at year end to report in the either the financial statements or notes.

A contingency is an existing condition, situation, or set of circumstances involving uncertainty as to possible gain or loss. The uncertainty will ultimately be resolved when one or more future events occur or fail to occur. A contingent liability is disclosed in the notes to the financial statements when a past event or exchange transaction has occurred, and future outflow or other sacrifice of resources is measurable and probable. A contingency is not disclosed when any of the conditions for liability recognition are not met and the chance of the future event or events occurring are not probable.

NOTE 2: FUND BALANCES WITH TREASURY

Fund Balance with Treasury account balances as of September 30, 2017 and 2016 were as follows:

	2017	2016
FUND BALANCES		
General Funds	\$ 9,294,068	\$ 7,091,321
Total	\$ 9,294,068	\$ 7,091,321
STATUS OF FUND BALANCE WITH TREASURY		
Unobligated Balance Available	\$ 1,388,843	\$ 713,813
Unavailable	3,293,759	3,457,010
Obligated Balance Not Yet Disbursed	4,611,466	2,920,498
Total	\$ 9,294,068	\$ 7,091,321

The available unobligated fund balances represent the current-period amount available for obligation or commitment.

The unavailable unobligated fund balances represent the amount of appropriations for which the period of availability for obligation has expired. These balances are available for upward adjustments of obligations incurred only during the period for which the appropriation was available for obligation or for paying claims attributable to the appropriations.

The obligated balance not yet disbursed includes accounts payable, accrued expenses, and undelivered orders that have reduced unexpended appropriations but have not yet decreased the fund balance.

NOTE 3: LIABILITIES COVERED AND NOT COVERED BY BUDGETARY RESOURCES

Liabilities Covered and Not Covered by Budgetary Resources as of September 30, 2017 and 2016 consist of the following:

LIABILITIES NOT COVERED BY BUDGETARY RESOURCES	2017	2016
Intragovernmental—Unemployment Insurance	\$ 8,571	–
Unfunded Leave	434,065	492,780
Total Liabilities Not Covered by Budgetary Resources	\$ 442,636	\$ 492,780
Total Liabilities Covered by Budgetary Resources	1,023,546	988,968
Total Liabilities	\$ 1,466,182	\$ 1,481,748

NOTE 4: PENSIONS, OTHER RETIREMENT BENEFITS, AND OTHER POST RETIREMENT BENEFITS

The NMB reports the full cost of employee pensions, other retirement benefits, and other post-employment benefits in accordance with SFFAS No. 5, Accounting for Liabilities of the Federal Government. Although the NMB funds a portion of the benefits under FERS and CSRS relating to its employees and withholds the necessary payroll deductions, a portion of the Normal Pension Cost remains unpaid. SFFAS No. 5 requires the recognition of this remaining cost as imputed financing.

Pension and other retirement benefit expenses are calculated using cost factors determined by actuaries at the Office of Personnel Management. These cost factors are calculated based on economic and demographic assumptions. The cost factor is multiplied by the basic pay in order to obtain the “Normal Cost” for the accounting period. This Normal Cost is the present value of the projected benefits of each employee allocated on a level basis over the service of the employee between entry age and assumed exit age.

The imputed financing amount represents the difference between the employer’s total pension expense and the employer’s contribution.

Imputed Financing Sources in 2017 and 2016 consists of the following:

	2017	2016
Office of Personnel Management	\$ 296,246	\$ 409,061
Total Imputed Financing Sources	\$ 296,246	\$ 409,061

NOTE 5: ACCOUNTING FOR LEASES

OPERATING LEASES:

NMB has entered into a new operating lease to commence November 1, 2016 and expiring on October 31, 2026. NMB pays GSA a standard level users charge for the annual rental adjusted annually for operating cost escalations in accordance with the provisions in the Federal Management Regulations.

OPERATING LEASE FISCAL YEAR	OFFICE SPACE
2018	1,358,093
2019	1,206,501
2020	1,227,890
2021	1,249,921
2022	1,272,613
2023	1,295,985
2024	1,320,059
2025	1,344,855
2026	1,370,395
2027	106,486
Total Future Payments	\$ 11,752,798

NOTE 6: CONTINGENT LIABILITIES

ARBITRATOR LIABILITIES

The NMB revised its policy, so that when cases are assigned to an Arbitrator the full cost of the case is obligated. The number of cases not assigned to any arbitrators September 30, 2017 and 2016 is 3,463 and 5,873 respectively. If these cases were assigned, we estimate it would cost \$2,181,690 in fiscal year 2017 and in fiscal year 2016 \$3,699,990 for arbitrators to hear and render an award on these cases.

NOTE 7: INTRAGOVERNMENTAL COSTS AND EXCHANGE REVENUE

The purpose of this classification of NMB's revenue and cost is to enable the Federal Government to provide consolidated financial statements, and not to match public and intragovernmental revenue with costs that are incurred to produce public and intragovernmental revenue. The intragovernmental costs relate to the source of goods and services purchased by NMB and are treated independently from the classification of related revenue.

PROGRAM COSTS	2017	2016
MEDIATION/ADR		
Intragovernmental Costs	\$ 2,175,844	\$ 2,336,021
Public Costs	4,514,814	5,364,968
Total Mediation/ADR	\$ 6,690,658	\$ 7,700,989
REPRESENTATION		
Intragovernmental Costs	\$ 472,247	\$ 832,629
Public Costs	1,427,657	1,388,135
Total Representation	\$ 1,899,904	\$ 2,220,764
ARBITRATION		
Intragovernmental Costs	\$ 280,105	\$ 596,260
Public Costs	1,940,960	2,548,584
Total Arbitration	\$ 2,221,065	\$ 3,144,844
PRESIDENTIAL EMERGENCY BOARD		
Intragovernmental Costs	\$ -	\$ 1,738
Public Costs	-	75,331
Total Presidential Emergency Board	\$ -	\$ 77,069
Total Intragovernmental Costs	\$ 2,928,196	\$ 3,766,648
Total Public Costs	7,883,431	9,377,018
Net Program Costs	\$ 10,811,627	\$ 13,143,666

NOTE 8: APPORTIONMENT CATEGORIES OF NEW OBLIGATIONS AND UPWARD ADJUSTMENTS: DIRECT VS. REIMBURSABLE OBLIGATIONS

New obligations and Upward Adjustments reported on the Statement of Budgetary Resources in 2017 and 2016 consists of the following:

DIRECT OBLIGATIONS	2017	2016
Category A	\$ 12,483,034	\$ 12,631,515
Category B	-	122,230
NEW OBLIGATIONS AND UPWARD ADJUSTMENTS	\$ 12,483,034	\$ 12,753,745

NOTE 9: UNDELIVERED ORDERS AT THE END OF THE PERIOD

The amount of budgetary resources obligated for undelivered orders at September 30, 2017 and 2016 is \$3,587,919 and \$1,931,529 respectively.

NOTE 10: EXPLANATION OF DIFFERENCES BETWEEN STATEMENT OF BUDGETARY RESOURCES AND THE BUDGET OF THE UNITED STATES GOVERNMENT

The reconciliation as of September 30, 2016 is presented below. The 2017 Budget of the United States Government, with the Actual Column completed for FY 2017, had not been published as of the date of these financial statements. The budget is expected to be published and delivered to Congress in early February 2018. The National Mediation Board Budget Appendix can be found on the OMB website (<http://www.whitehouse.gov/omb/budget>).

For the Fiscal Year Ended September 30, 2016 (In millions)

	Budgetary Resources	New Obligations & Upward Adjustments (Total)	Distributed Offsetting	Net Outlay Receipts
Statement of Budgetary Resources	\$ 13	\$ 13		\$ 12
Difference - Adjustment for Rounding				1
Budget of the U.S. Government	\$ 13	\$ 13	-	\$ 13

NOTE 11: RECONCILIATION OF NET COST OF OPERATIONS (PROPRIETARY) TO BUDGET

	2017	2016
RESOURCES USED TO FINANCE ACTIVITIES		
Budgetary Resources Obligated		
New Obligations and Upward Adjustments	\$ 12,483,034	\$ 12,753,745
Spending Authority From Offsetting		
Collections and Recoveries	(260,611)	(539,947)
Obligations Net of Offsetting Collections and Recoveries	12,222,423	12,213,798
Net Obligations and Upward Adjustments	12,222,423	12,213,798
Other Resources		
Imputed Financing From Costs Absorbed By Others	296,246	409,061
Net Other Resources Used to Finance Activities	296,246	409,061
Total Resources Used to Finance Activities	12,518,669	12,622,859
RESOURCES USED TO FINANCE ITEMS NOT PART OF THE NET COST OF OPERATIONS		
Services and Benefits Ordered But Not Yet Provided	(1,656,390)	677,430
Resources That Fund Expenses Recognized In Prior Periods	(58,715)	-
Total Resources Used to Finance Items Not Part of Net Cost of Operations	(1,715,105)	677,430
Total Resources Used to Finance the Net Cost of Operations	10,803,564	13,300,289
COMPONENTS OF THE NET COST OF OPERATIONS THAT WILL NOT REQUIRE OR GENERATE RESOURCES IN THE CURRENT PERIOD		
Components Requiring or Generating Resources in Future Periods		
Increase In Annual Leave Liability	-	18,362
Other	8,571	-
Total Components of Net Cost of Operations That Will Require or Generate Resources In Future Periods	8,571	18,362
Components Not Requiring or Generating Resources		
Other	(508)	(174,985)
Total Components of Net Cost of Operations That Will Not Require or Generate Resources	(508)	(174,985)
Total Components of Net Cost of Operations That Will Not Require or Generate Resources In The Current Period	8,063	(156,623)
Net Cost of Operations	\$ 10,811,627	\$ 13,143,666

MANAGEMENT ASSURANCES

This section provides information on NMB's compliance with the Federal Managers' Financial Integrity Act (FMFIA) and the Improper Payments Information Act, as well as other management information, initiatives, and issues. FMFIA requires that agencies establish controls that provide reasonable assurance that:

- Obligations and costs comply with applicable law;
- Assets are safeguarded from waste, loss, unauthorized use, or misappropriation, and;
- Revenue and expenditures are properly recorded and accounted.

It also requires the Chairman to provide an assurance statement on the adequacy of management controls.

FMFIA ASSURANCE STATEMENT

The NMB's management is responsible for establishing and maintaining effective internal controls that meet the obligations of FMFIA within their areas of responsibility. Based on the directors' knowledge of daily operations and other management reviews, the NMB is able to provide reasonable assurance that, as of September 30, 2017, its internal controls over the effectiveness and efficiency of operations were compliant with applicable laws and regulations, and no material weaknesses were found.



GERALD W. FAUTH, III

Chairman

December 15, 2017

APPENDIX

82 Glossary

85 Acronyms



GLOSSARY

These definitions are provided for general understanding only. They do not provide definitive definition regarding any matter before the Board and are not to be construed as legal definitions that may be cited in any administrative, legal or arbitral proceeding.

Act

The Railway Labor Act

Agency

The National Mediation Board

Alternative Dispute Resolution (ADR)

ADR is a process for resolving disputes outside of the judicial system of law. In the venue of the NMB, ADR is the facilitation of interest-based or mutual-interest negotiations and grievance mediation.

Amendable Contract

Under the Railway Labor Act, collective bargaining agreements become subject-to-change on a specified date, rather than expiring as agreements do under the National Labor Relations Act.

Annual Report

NMB's Annual Performance and Accountability Report

Arbitration

A type of dispute resolution process where an arbitrator renders a decision, which usually can be appealed judicially only on a very narrow basis such as fraud.

Arbitration Forum

A committee formed of officials of railroads, rail unions, arbitrators and the NMB for the purpose of improving the processing of railroad employee grievances.

Board

May be one of the following, depending upon the context in which it appears:

- National Mediation Board (NMB)
- Presidential Emergency Board (PEB)
- National Railroad Adjustment Board (NRAB)
- Special Board of Adjustment (SBA)
- Public Law Board (PLB)
- System Board of Adjustment (SBA)

Carrier

An airline or railroad as defined by sections 151 and 181 of the Railway Labor Act.

CFO

Chief Financial Officer

Class I

A category of the largest U.S. railroads as defined by the Surface Transportation Board.

Collective Bargaining Agreement

A labor contract between a union and a carrier.

Cooling Off Period

A 30-day period of time preceding the right of parties to a collective bargaining dispute to engage in economic "self help" under the RLA.

Craft or Class

A group of employees deemed by the NMB to share a community of work and interest for the purpose of collective bargaining under the RLA.

Direct Negotiations

Negotiations between the parties to a collective bargaining dispute before or apart from NMB mediation.

E-book

A book available via the Internet such as NMB's Annual Performance and Accountability Report.

E-business

The conduct of business on the Internet.

E-filing

An electronic method for submitting documents.

E-Verify

A system for online verification.

Facilitation

A process where a neutral helps the parties in a collective bargaining or grievance dispute use ADR problem-solving methods such as interest-based bargaining or grievance mediation.

Facilitated Problem Solving

This approach to bargaining utilizes a process of problem identification and discussion to reach resolution of issues rather than an exchange of proposals.

Grievances

Complaints of employees or unions arising out of the application or interpretation of collective bargaining agreements.

Grievance Arbitration

A method of resolving grievances whereby an arbitrator determines the outcome.

Grievance Mediation

In the venue of the NMB, using mediation as an alternative to arbitration for resolving grievances.

Impasse

In mediation under the RLA, an impasse is when the NMB determines that further mediation will not resolve a collective bargaining dispute.

Interest Arbitration

A process, under the RLA, to establish the terms of a new or modified collective bargaining agreement through arbitration, rather than through negotiations.

Interest Based Negotiation

A type of negotiations where the parties collaboratively focus on finding solutions to underlying needs or concerns of each party (i.e., the whys) instead of adversatively negotiating specific positions.

Internet Voting

A web-based balloting option that supplements telephone electronic voting in representation elections.

Laboratory Conditions

Conditions to a representation dispute which ensure the independence of labor and management for the purpose of self-organization and the right of employees to freely determine whether they wish to be represented, or not, for the purpose of collective bargaining.

Legacy Carriers

A term applied to traditional major, hub-based airlines versus regional or point-to-point carriers.

Major Disputes

Disputes between management and a union pertaining to collective bargaining as opposed to grievance disputes known as Minor Disputes.

Mediation

A type of dispute resolution process where a neutral (i.e., a mediator) facilitates agreement between the parties to a collective bargaining dispute, vis-a-vis imposing a settlement on the parties via arbitration.

Minor Disputes

Grievances of employees or unions arising out of the application or interpretation of collective bargaining agreements as opposed to collective bargaining disputes known as Major Disputes.

National Handling

Mediation of a collective bargaining dispute where management of several railroads have chosen to negotiate collectively on a national basis.

National Labor Relations Act (NLRA)

Grants most private sector workers the right to organize and bargain collectively. Air and rail employees, however, are covered by the Railway Labor Act (RLA) rather than the NLRA.

National Railroad Adjustment Board

One of three types of tribunals under the RLA for resolving railroad grievances (also see Special Boards of Adjustment and Public Law Boards). NRAB cases are resolved by the carrier and union members with or without a neutral.

NMB Lyceum

The NMB's open-resource, distance-learning website established to provide NMB staff, labor relations practitioners and the public with training programs relevant to the National Mediation Board and the Railway Labor Act.

Ombudsman

An official of the NMB that receives and addresses problems or complaints of employees or contractors regarding actions of agency managers or staff.

Online Arbitration

An Arbitration forum and a form of Online Dispute Resolution where hearings are held in virtual, web-based meeting rooms with live video.

Online Dispute Resolution

The application of Internet or web-based technology to resolving disputes.

Open Government Directive

President Obama's Directive of December 8, 2009, requiring Federal executive departments and agencies to take specific actions to implement the principles of Transparency, Participation, and Collaboration.

Presidential Emergency Board

A Board established under the Railway Labor Act by the U.S. President to investigate and report on an airline or railroad labor dispute.

Proffer of Arbitration

The step in the process of resolving collective bargaining disputes under the RLA, which follows a determination of impasse by the NMB, whereby the NMB offers voluntary, binding arbitration to the parties as a method for resolving the dispute.

Public Interest Meetings

Under the RLA, the NMB can intervene in an active collective bargaining dispute at any time in the interest of the general public. Usually, one or both parties to a dispute requests the mediation services of the NMB.

Public Law Boards (PLB)

One of three types of tribunals under the RLA for resolving railroad grievances (also see National Railroad Adjustment Board and Special Boards of Adjustment).

Railway Labor Act (RLA)

A federal law that grants interstate airline and railroad employees the right to organize and bargain collectively. Other private industry employees are covered by the National Labor Relations Act (NLRA).

Representation Dispute

A situation on an airline or railroad where employees in a specific, carrier-wide workgroup seek to organize for the purpose of collectively bargaining with their employer regarding matters of wages, benefits and working conditions.

Section 3

Section 153 of the RLA pertaining to the National Railroad Adjustment Board.

Section 3 Committee

A group of representatives from freight, regional and commuter railroads and representatives of major rail unions, whose goal is the improvement of resolution of grievances.

Section 6

Section 156 of the RLA pertaining to the changing of wages, rules, hours and working conditions.

Section 7

Section 157 of the RLA pertaining to Arbitration.

Section 9

Section 159A of the RLA pertaining to Presidential Emergency Boards for certain publicly-funded and operated commuter railroads.

Section 10

Section 160 of the RLA pertaining to Presidential Emergency Boards for airlines and railroads other than those covered by Section 9A.

Self Help

The right of a party to a collective bargaining dispute to unilaterally act in its own best interest. A carrier, for example, may lock disputing employees out of the workplace or implement changes in pay, rules and working conditions; and the union, for example, may work specifically as required by its collective bargaining agreement or strike.

Showing-of-Interest

In a representation dispute, employees in a Craft or Class must indicate an interest in being represented for the purpose of collective bargaining by signing authorization cards which are submitted to the NMB by the representative/s of their choosing.

Special Boards of Adjustment (SBA)

One of three types of tribunals under the RLA for resolving railroad grievances (also see National Railroad Adjustment Board and Public Law Boards).

Status Quo

Situations under the RLA in either collective bargaining or representation disputes where existing pay rates, rules and working conditions cannot be changed unilaterally, pending the resolution of the dispute in question.

Strike

A work stoppage action initiated by a union.

System Boards of Adjustment (SBA)

An arbitration board pursuant to an agreement by the parties for resolving airline grievances.

System-wide

Under the RLA, a craft or class applies anywhere an airline or railroad operates in the United States.

Telephone Electronic Voting (TEV)

A paperless balloting process using telephones instead of traditional paper ballots.

Work Stoppage

An interruption to the operations of an or railroad.

ACRONYMS

AA	American Airlines	CMI	Continental Micronesia
ABA	American Bar Association	COOP	Continuity of Operations Plan
ABX	Airborne Express	COS	Chief of Staff
A-Case	An NMB designation for a Mediation case	CP	Canadian Pacific
ACR	Association for Conflict Resolution	CRU	Coalition of Rail Unions
ACRE	Association of Commuter Rail Employees	CSR	Customer Service Representative
ADR	Alternative Dispute Resolution	CSX / CSXT	CSX Transportation, Inc.
ADRS	Alternative Dispute Resolution Services	CWA	Communication Workers of America
AE	American Eagle	D&H	Delaware and Hudson
AFA	Association of Flight Attendants	DC	District of Columbia
AFL-CIO	American Federation of Labor and Congress of Industrial Organizations	DEN	Denver International Airport
AFR	Air Freight Representatives	DOT	Department of Transportation
AFSCME	American Federation of State, County and Municipal Employees	EO	Executive Order
AIRCON	Airline Industrial Relations Conference	F Case	An ADR designation for Facilitation cases (F and F-ODR)
ALI-ABA	American Law Institute-American Bar Association	F&O	Firemen & Oilers
ALPA	Air Line Pilots Association	FAA	Federal Aviation Administration
AMFA	Aircraft Mechanics Fraternal Association	FAA ACT	Federal Aviation Administration Modernization and Reform Act of 2012
AMTRAK	National Railroad Passenger Corporation (NRPCC)	FAR	Federal Acquisition Regulation
AMTTI	Air Tran Maintenance Technical Training Instructors	FFMIA	Federal Financial Management Improvement Act
APA	Allied Pilots Association	FISMA	Federal Information Security Management Act
APFA	Association of Professional Flight Attendants	FMFIA	Federal Managers' Financial Integrity Act of 1982
ARASA	America Railway and Airway Supervisors Association	FOIA	Freedom of Information Act
ARB	Arbitration	FPS	Facilitative Problem Solving
ATDA	American Train Dispatchers Association	FUI	Findings Upon Investigation
ATDD	American Train Dispatchers Department (BLET)	FY	Fiscal Year
AVG	Average	GAAP	Generally Accepted Accounting Principles
BCW	Brotherhood of Communication Workers	GAO	Government Accountability Office
BHPP	Brotherhood of Hoggers and Pin-Pullers	GC	General Counsel
BLET	Brotherhood of Locomotive Engineers and Trainmen	GLOWS	Accounting System Used by NMB
BMWE	Brotherhood of Maintenance of Way Employees [Employees]	GM	Grievance Mediation
BMWED	Brotherhood of Maintenance of Way Employees Division	GM-Case	An ADR designation for Grievance Mediation cases (GM and GM-ODR)
BNSF	Burlington Northern and Santa Fe	GPRA	Government Performance and Results Act
BPD	Bureau of Public Debt	GSA	General Services Administration
BRC	Brotherhood of Railway Carmen	HELP	Health, Education, Labor and Pensions
BRS	Brotherhood of Railroad Signalmen	HERE	Hotel Employees and Restaurant Employees International Union
CA	Confidential Assistant	IAM	International Association of Machinists & Aerospace Workers
CBA	Collective Bargaining Agreement	IAMAW	International Association of Machinists & Aerospace Workers
CFO	Chief Financial Officer	IBB	International Brotherhood of Blacksmith & Boilers
CGE	Concur Government Edition Travel Services	IBEW	International Brotherhood of Electrical Workers
CIO	Chief Information Officer	IBT	International Brotherhood of Teamsters
CLE	Continuing Legal Education		

IFPTE	International Federation of Professional & Technical Engineers	SEPTA	Southeastern Pennsylvania Transportation Authority
IHB	Indiana Harbor Belt	SFFAC	Statements of Federal Financial Accounting Concepts
JD	Juris Doctor (Doctor of Law)	SIU	Seafarers International Union of North America
MBCR	Massachusetts Bay Commuter Railroad	SMART	Merger of SMWIA and UTU
MD	Maryland	SMWIA	Sheet Metal Workers International Union
MI	Michigan	SOP	Standard Operating Procedures
MOW	Maintenance of Way	SORS	Station Operations Representatives
MPI	Mileage Plus, Inc.	T-Case	An ADR designation for Training cases (T and T-ODR)
MRL	Montana Rail Link	TCU/TCIU	Transportation Communications International Union
NA	Not Applicable	TEV	Telephone Electronic Voting
NCCC	National Carrier's Conference Committee	TWA	Trans World Airlines
NCFO	National Conference of Firemen and Oilers	TWU	Transport Workers Union of America
NJASAP	NetJets Association of Shared Aircraft Pilots	UAL	United Air Lines
NLRA	National Labor Relations Act	UCH	United Continental Holdings
NLRB	National Labor Relations Board	UP	Union Pacific Railroad
NMB	National Mediation Board	USA	United States of America
NO&GCTU	New Orleans & Gulf Coast Trainman's Union	USA	United Steelworkers of America
NPRM	Notice of Public Rulemaking	USAOA	United States Aircrew Officers Association
NRAB	National Railroad Adjustment Board	USWW	United Service Workers – West (SEIU)
NRLC	National Railway Labor Conference	UTU	United Transportation Union
NRPC	National Railroad Passenger Corporation (AMTRAK)	VAPA	Virgin America Pilots Association
OA	Office of Administration	VIN	Voter Identification Number
OAS	Office of Arbitration Services	WDI	Withdrawn During Investigation
ODR	Online Dispute Resolution	YDM	Yardmasters
OLA	Office of Legal Affairs		
OMAS	Office of Mediation and ADR Services		
OMB	Office of Management and Budget		
OP	Outreach and Promotion		
OP-Case	An ADR designation for Outreach OP and OP-ODR cases		
OPEIU	Office and Professional Employees International Union		
OPM	Office of Personnel Management		
ORD	Chicago O'Hare Int'l Airport		
OVC	Online Video Conferencing		
PAR	Pan Am Railways		
PATH	Port Authority Trans Hudson		
PEB	Presidential Emergency Board		
PIN	Personal Identification Number		
PLB	Public Law Board		
POA&M	Plans of Action and Milestones		
PRISM	A BPD Procurement System		
PRLBC	Passenger Rail Labor Bargaining Coalition		
PSA	PSA Airlines		
R-Case	An NMB designation for a Representation case		
RDM	Records and Document Management		
RIM	Records and Information Management		
RLA	Railway Labor Act		
RLBC	Rail Labor Bargaining Coalition		
RR	Railroad		
SBA	Special Board of Adjustment or System Board of Adjustment		
SEIU	Service Employees Int'l Union		



1301 K Street NW, Suite 250 EAST
Washington DC 20005-7011
202 692 5000 www.nmb.gov

