



NATIONAL MEDIATION BOARD

WASHINGTON, DC 20572

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In the Matter of the
Application of the

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS, AFL-CIO

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

involving employees of

US AIRWAYS, INC.

31 NMB No. 74

CASE NO. R-7003
(File No. CR-6838)

FINDINGS UPON
INVESTIGATION-
DISMISSAL

April 1, 2004

This determination addresses the application of the International Association of Machinists and Aerospace Workers, AFL-CIO (IAM or Organization) alleging a representation dispute pursuant to the Railway Labor Act¹ (RLA), 45 U.S.C. § 152, Ninth (Section 2, Ninth), among “Buyers, Senior/Technical Buyers,² and Purchasing Associates” (Purchasing Employees) in the Aircraft and Technical Purchasing (A&TP) and Strategic Sourcing Departments at US Airways, Inc. (US Airways or Carrier). The IAM is the certified representative of the Mechanics and Related Employees on US Airways. (NMB Case No. R-4593). The IAM asserts that the Purchasing Employees in the A&TP and

¹ 45 U.S.C. § 151, *et seq.*

² Senior Buyers in US Airways’ Aircraft and Technical Purchasing Department are called Technical Buyers.

Strategic Sourcing Departments are part of the Mechanics and Related Employees craft or class.

For the reasons set forth below, the National Mediation Board (Board) finds that the Carrier's A&TP and Strategic Sourcing Purchasing Employees are not covered by the IAM's certification. Accordingly, the Board dismisses the application.

PROCEDURAL BACKGROUND

On January 12, 2004, the IAM filed an application for an accretion³ of the Buyers, Senior/Technical Buyers, and Purchasing Associates in the A&TP Department to the craft or class of Mechanics and Related Employees on US Airways. This application was assigned NMB File No. CR-6838 and Cristina A. Bonaca was assigned as the Investigator.

On January 30, 2004, US Airways filed its initial position statement. IAM responded to the Carrier's position statement on February 20, 2004. The Carrier submitted a response to the statement of the IAM on March 9, 2004.

ISSUES

Are US Airways' A&TP and Strategic Sourcing Department Purchasing Employees part of the Mechanics and Related Employees craft or class?

Are US Airways' A&TP and Strategic Sourcing Department Purchasing Employees management officials, making them ineligible for representation?

³ In its February 20, 2004 position statement, the IAM amended its accretion application to include the one Senior Buyer in the Strategic Sourcing Department.

CONTENTIONSIAM

IAM contends that A&TP and Strategic Sourcing Purchasing Employees at US Airways share a work-related community of interest with the Mechanics and Related Employees craft or class, and have no contact, interaction, or community of interest with the Corporate or Fuel Purchasing Employees or with the Office Clerical, Fleet & Passenger Service Employees (Office Clerical) craft or class.

The Organization argues that the A&TP Department is an integral part of the Maintenance Operations Department at US Airways. There, IAM contends, Purchasing Employees: work with other employees from Maintenance Operations to procure the necessary aircraft parts to repair and maintain the Carrier's aircraft fleet; exclusively support aircraft maintenance performed in shops, heavy maintenance and line maintenance, and; have daily contact with and are physically stationed with other employees in the Mechanics and Related Employees craft or class.

IAM also argues that the A&TP Technical Buyer title further evidences the distinction between that position and Buyer positions in other departments, stating: "The other departments use the title 'Senior Buyer' because there is no technical aspect to their work" while Technical Buyers ". . . develop[] expertise in the parts used for a particular area of aircraft maintenance"

IAM additionally contends that US Airways' A&TP and Strategic Sourcing Purchasing Employees are not management officials, as they have no authority to: dismiss or discipline employees; grant overtime, or; transfer and/or establish assignments. Further, IAM argues that the Purchasing Employees' limited authority to create Carrier policy and commit Carrier funds is insufficient to make them management officials.

In sum, IAM argues that US Airways' 33 A&TP Purchasing Employees and one Senior Buyer in Strategic Sourcing should be accreted to the Mechanics and Related Employees craft or class.

US Airways

US Airways contends that its A&TP and Strategic Sourcing Purchasing Employees share a work-related community of interest with its other Purchasing Employees, regardless of the type of goods they procure, rather than with the Mechanics and Related Employees craft or class. The Carrier argues that Purchasing Employees are historically part of the Office Clerical craft or class because of the strong work-related community of interest they share in working with third-party vendors to obtain goods and services necessary for the Carrier's internal operations. US Airways additionally argues that many of its Purchasing Employees are management officials ineligible for representation, as they have the authority to commit Carrier funds and create Carrier policy by contracting with and selecting vendors.

US Airways states that its Purchasing Associates, Buyers, and Senior/Technical Buyers are not required to have any training, experience, or licensing in aircraft maintenance and have no regular contact with aircraft mechanics, unless assigned to a special project or a cross-functional group.

US Airways submits that its Purchasing Associates handle expedited purchase requests for critical goods and services received, and are authorized to commit up to \$10,000 in Carrier funds to make purchases under pre-existing contracts or with approval when there is no pre-existing contractual arrangement. In performing their job duties, Purchasing Associates have access to confidential Carrier information.

The Carrier states that its Buyers handle sourcing and contracts for the purchase of goods and services. Additionally, Buyers have the authority, subject to management approval, to bind the Carrier for the purchase of goods or services up to

\$25,000, and have access to confidential information. Most Buyers in A&TP come from purchasing positions in other companies, or from sales or banking backgrounds; those hired internally come from clerical or management positions in other US Airways groups.

US Airways asserts that Senior Buyers in Corporate Purchasing perform all Buyer functions, while Senior Buyers in Strategic Sourcing handle issues relating to the drafting of significant contracts for goods and services for the maintenance group. A&TP Technical Buyers oversee the sourcing process with external vendors, set departmental priorities, and manage the departmental work load. The Carrier contends that all Senior and Technical Buyers have purchasing authority up to \$100,000 and significant access to confidential Carrier information as a result of their managing vendor and Buyer relationships.

US Airways requests the Board to dismiss IAM's application seeking accretion of its A&TP and Strategic Sourcing Purchasing Employees into the Mechanics and Related Employees craft or class.

FINDINGS OF LAW

Determination of the issues in this case is governed by the RLA, as amended, 45 U.S.C. § 151, *et seq.* Accordingly, the Board finds as follows:

I.

US Airways is a common carrier by air as defined in 45 U.S.C. § 181.

II.

The IAM is a labor organization and/or representative as provided by 45 U.S.C. § 151, Sixth, and § 152, Ninth.

III.

45 U.S.C. § 152, Fourth, gives employees subject to its provisions “the right to organize and bargain collectively through representatives of their own choosing. The majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for purposes of this chapter.”

IV.

45 U.S.C. § 152, Ninth, provides that the Board has the duty to investigate representation disputes and shall designate who may participate as eligible voters in the event an election is required.

STATEMENT OF FACTS

US Airways provided two declarations from A&TP Director Tony Lowery. Lowery has been the A&TP Director since September 4, 2001, has direct responsibility for all A&TP Purchasing Employees, and is familiar with other purchasing departments’ policies, practices and job functions.

The Carrier also provided job descriptions for: Purchasing Associates in A&TP and Fuel Purchasing; Buyers in A&TP and Fuel Purchasing, and; Senior Buyers and Technical Buyers in A&TP, Corporate Purchasing, Fuel Purchasing and Strategic Sourcing.

IAM submitted a February 20, 2004 joint declaration of 10 A&TP Purchasing Employees, and an organization chart of US Airways’ Maintenance Department showing that both the Aircraft & Technical Purchasing Department and the Strategic Sourcing Department fall within the Maintenance Operations Department.

I. Purchasing Employees

As of the January 4, 2004 cut-off date, US Airways employed 52 Purchasing Employees: 33 in A&TP; 13 in

Corporate Purchasing; 5 in Fuel Purchasing; and 1 in Strategic Sourcing. Purchasing Employees at US Airways spend a majority of their time contacting and negotiating with vendors who supply goods or services for the Carrier. A&TP Purchasing Employees do not generate any purchasing orders based on the direct request of a Mechanic. While there is no policy expressly prohibiting Mechanics from contacting Purchasing Employees directly, such contacts will do nothing to procure any goods or services.

A. Duties and Responsibilities of Purchasing Associates

There are seven Purchasing Associates at US Airways. Six of the Purchasing Associates work in A&TP, and one works in Fuel Purchasing.

Purchasing Associates are required to have a junior college degree, a GED, or a high school diploma. These employees are also required to have persuasive written and verbal communication skills, organization and prioritization abilities, and the ability to effectively work both independently and as a member of a team.

The primary function of an A&TP Purchasing Associate is to handle expedited purchase requests for critical goods or services. Accordingly, these employees have the independent authority to commit up to \$10,000 in Carrier funds when the purchase occurs under a pre-existing contract. Purchasing Associates can also purchase a good or service needed on an expedited basis where there is no pre-existing contract as long as they receive approval for the purchase. Purchasing Associates also review, and write purchase orders under existing contracts, and work with Buyers to resolve sourcing or supplier problems. The Purchasing Associate in the Fuel Purchasing Department is responsible for general office functions, fuel inventory records and forecasts, and monitoring fuel costs.

Purchasing Associates are not required to have any training or experience in aircraft maintenance, and have no

work-related contact with aircraft mechanics unless assigned to a special project or cross-functional group. In performing their duties, Purchasing Associates have access to confidential information such as competitive pricing and confidential contract terms.

B. Duties and Responsibilities of Buyers

There are 23 Buyers at US Airways. Twenty-two of the Buyers work in A&TP, and one works in Fuel Purchasing.

Buyers are required to have either an Associate or Bachelor degree in Business or a related field, plus two to four years of purchasing or supply chain management experience.

The primary duty of a US Airways' Buyer is to handle the sourcing process, which is initiated when a Buyer receives a requisition form for a specific good or service. US Airways' Buyers: 1) identify the requirements and scope of the request; 2) determine whether a contract for that good or service exists, and if not, research the level of competition in that market; 3) determine the best method of negotiating a good price for the good or service, and if needed, arrange for a bid process, conduct the bid, and analyze the bids received; 4) negotiate with the suppliers for the best deal and recommend a supplier; 5) negotiate and draft a contract for the goods or services with the selected supplier, and obtain the appropriate authorizations within US Airways' management before executing the final contract. Buyers have the authority to bind the Carrier up to a \$25,000 purchase of goods or services under a new or existing contract.

Buyers also enforce the terms of contracts for goods or services, trouble-shoot existing contracts and purchase orders, and handle supplier site inspections. In performing these duties, Buyers have access to confidential information, including strategic plan competitive cost analysis, goods and service contracts, and confidentiality agreements.

Buyers in A&TP develop and maintain relationships with vendors of aircraft parts, and do not have any work-related

contact with aircraft mechanics unless assigned to a special project or cross-functional group. Buyers in A&TP are not required to have training, experience or licensing in aircraft maintenance, and most Buyers hired externally have a sales or banking background. Internally hired Buyers are from clerical or management positions.

C. Duties and Responsibilities of Senior/Technical Buyers

There are 22 Senior/Technical Buyers at US Airways: 5 work in A&TP; 13 work in Corporate Purchasing; 3 work in Fuel Purchasing, and; 1 works in Strategic Sourcing.

Senior/Technical Buyers are required to have a Bachelor degree in Business or a related field, plus two to eight years of purchasing or supply management experience. Senior Buyers preferably have an MBA or equivalent degree, while Technical Buyers preferably have a Certified Purchasing Manager Certification and either an MBA or Bachelor degree and relevant experience.

Senior Buyers in Corporate Purchasing perform all Buyer functions, while Senior Buyers in Strategic Sourcing handle issues relating to the drafting of significant contracts for goods and services for the maintenance group. A&TP Technical Buyers oversee the sourcing process with external vendors, set departmental priorities and manage the departmental work load. Specifically, each Technical Buyer is responsible for purchasing a specific group of maintenance goods or services, as well as supervising Buyers and Purchasing Associates responsible for buying products within the Technical Buyer's area of responsibility.

All Senior and Technical Buyers have purchasing authority up to \$100,000 and access to confidential Carrier information as a result of their managing vendor and Buyer relationships, including competitive pricing analysis, contract and confidentiality agreements, and industry consortium data. Technical Buyers have no regular work-related contact with mechanics unless they are assigned to a special project or

cross-functional group, and Technical Buyers are not required to have training, experience, or licensing in aircraft maintenance.

II. Declaration from 10 A&TP Purchasing Employees

IAM's declarants state that their primary function as A&TP Purchasing Employees is to procure aircraft parts to repair and maintain the fleet and exclusively support aircraft maintenance.

Twenty-five of the A&TP Purchasing Employees work in the same space as Material Planners and Quality Assurance, and eight of the A&TP Purchasing Employees work in the same space as Mechanics. Purchasing Employees for Corporate and Fuel Purchasing work in another area, and are not involved in the purchase of maintenance-related items.

Mechanics notify Material Planners of the need for a part by entering a "repair authorization request" or "stock action report" into the Carrier's Merlin computer system. Mechanics communicate the reasons why repair or replacement is necessary on the repair orders that are sent to Purchasing Employees. A&TP Purchasing Employees receive the requisitions from the Material Planners, and often consult with Quality Assurance. Mechanics sometimes "bypass the normal chain of command" and contact A&TP Purchasing Employees directly for requisitions.

A&TP Purchasing Employees have no authority to dismiss or discipline employees, to supervise, grant overtime, or to transfer or establish assignments. All contracts drafted by Purchasing Employees must be approved by the Legal and Finance Departments, and must also receive approval at various levels of the hierarchy based on the value of the contract.

DISCUSSION

I. Proper Craft or Class

In determining the proper craft or class for a group of employees, the Board considers a number of factors including functional integration, work classifications, terms and conditions of employment, and work-related community of interest. *United Parcel Serv. Co.*, 30 NMB 84 (2002); *Frontier Airlines, Inc.*, 29 NMB 28 (2001); *United Airlines, Inc.*, 28 NMB 533 (2001); *US Airways, Inc.*, 28 NMB 104 (2000). It is particularly important that the employees share a work-related community of interest. *Continental Airlines, Inc./Continental Express, Inc.*, 26 NMB 143 (1999); *LSG Lufthansa Servs., Inc.*, 25 NMB 96 (1997); *Airborne Express, Inc.*, 9 NMB 115 (1981). In order to evaluate this factor, the Board examines the actual duties and responsibilities of the employees, the environment in which the employees work, and the interaction among the employees involved. *American Airlines, Inc.*, 10 NMB 26, 39 (1982). The purpose of the community of interest test is to ensure that a particular grouping of employees “possess a sufficiently distinct community of interest and commonality of functional characteristics to ensure a mutuality of interest in the objective of collective bargaining.” *Continental Airlines, Inc./Continental Express, Inc.*, 27 NMB 99, 109 (1999).

The Board makes craft or class determinations on a case by case basis, relying upon Board policy and precedent. *US Airways, above*; *USAir*, 15 NMB 369 (1988); *Simmons Airlines*, 15 NMB 124 (1988).

The Board has examined the proper scope of the craft or class of Mechanics and Related Employees in numerous decisions. *AirTran Airways, Inc.*, 31 NMB 45 (2003); *United Parcel Serv. Co.*, *above*; *US Airways, Inc.*, *above*; *United Parcel Serv. Co.*, 27 NMB 3 (1999); *Allegheny Airlines, Inc.*, 26 NMB 487 (1999). In *United Airlines, Inc.*, 6 NMB 134, 135 (1977), the Board, quoting *National Airlines, Inc.*, 1 NMB 423, 428-29 (1947), described the composition of the Mechanics and Related Employees:

A. Mechanics who perform maintenance work on aircraft, engine, radio or accessory equipment.

B. Ground service personnel who perform work generally described as follows: Washing and cleaning airplane, engine and accessory parts in overhaul shops; fueling of aircraft and ground equipment; maintenance of ground and ramp equipment; maintenance of buildings, hangars, and related equipment; cleaning and maintaining the interior and exterior of aircraft; servicing and control of cabin service equipment; air conditioning of aircraft; cleaning of airport hangars, buildings, hangar and ramp equipment.

C. Plant maintenance personnel including employees who perform work consisting of repairs, alterations, additions to and maintenance of buildings, hangars, and the repair, maintenance and operation of related equipment including automatic equipment.

“The related employees . . . while of different skill levels from the mechanics, nonetheless are closely related to them in that they are engaged in a common function – *the maintenance function . . .*” *Eastern Air Lines, Inc.*, 4 NMB 54, 63 (1965) (emphasis added). It is this “functional” connection between mechanic classifications and those employees performing related maintenance operations that has historically formed a basis for their identity as a single craft or class. *Id.*; see also *Federal Express Corp.*, 20 NMB 360 (1993).

The Board’s inclusion of “related” employees in the Mechanics and Related Employees craft or class is based on regular direct contact with the Mechanics and a strong tie to the maintenance function. See *AirTran Airways, Inc.*, *above* (Maintenance Planners and Technical Support Specialists accreted to Mechanics and Related as they forecasted and scheduled aircraft maintenance and inspections); *United Parcel Serv. Co.*, *above* (Editors and ATA Specialists accreted to Mechanics and Related because employees revised and

maintained technical publications in response to requests from Mechanics and assisted Mechanics with technical questions); *Frontier Airlines, Inc., above* (Tool Room Attendants accreted to Mechanics and Related because the employees directly serviced the Mechanics, maintained maintenance vehicles, and worked in the same location as the Mechanics).

Purchasing Employees in US Airways' A&TP Department develop and maintain relationships with vendors of aircraft parts and assist with the procurement of parts to support powerplant maintenance, tooling, and test equipment. However their duties focus on obtaining goods, filling purchase requests for critical goods, reviewing and writing purchase orders, handling the sourcing process, and managing vendor and buyer relationships. A&TP Director Lowery stated that while A&TP Purchasing Employees spend some of their time dealing with their "internal customers" (i.e. the department which they service), the majority of their time is spent contracting and negotiating with vendors. Further, A&TP Purchasing Employees are required to have a degree and experience in business or purchasing rather than a maintenance background, and those hired internally come from clerical or management positions -- not from positions in the Maintenance Department.

The amount of contact US Airways' A&TP Purchasing Employees have with other Mechanics and Related Employees is contested. US Airways argues that "such contacts are not systematic and merely occur through cross-functional work groups that are assembled on an ad hoc basis to study a particular problem." IAM contends that these employees have daily contact with other Mechanics and Related Employees on such on-going projects as aircraft modification programs, manufacturers' upgrades, and safety and functionality programs. The Organization also asserts that Mechanics sometimes "bypass the normal chain of command" and contact A&TP Purchasing Employees directly for requisitions and to report repair and supplier performance problems.

Lowery stated that A&TP Purchasing Employees “do not generate any purchasing orders based on the direct request of a Mechanic.” Rather, any such requests must be submitted by Material Planners before an order will be generated. The IAM focuses on A&TP Purchasing Employees’ contact with Material Planners -- but, as US Airways stated in its position statement: “Although contact with the maintenance function is an important factor when determining the proper craft or class, eventually the contacts with the Mechanics and Related Employees become so attenuated that they bear no relation to the basic Mechanics and Related functions identified by the Board.”

IAM puts considerable emphasis on the fact that Senior Buyers in A&TP are called “Technical Buyers.” However, this title is insufficient to establish a connection to the Mechanics and Related Employees craft or class since the job description for a Technical Buyer has no requirement for a maintenance/technical background, training, or license. Further, established precedent demonstrates that: “The Board’s well-settled policy is that it looks to the actual duties and responsibilities of employees, and not merely to their job titles.” *US Air, Inc.*, 21 NMB 402, 406 (1994).

US Airways’ A&TP Purchasing Employees connection to the Mechanics and Related Employees craft or class is simply too tenuous to find accretion appropriate. The fact that the A&TP Purchasing Employees work in the same space, have some infrequent contact with other Mechanics and Related Employees, and are organizationally part of the Maintenance Operations Department is not enough to establish that they share a work-related community of interest with the Mechanics and Related Employees. Even their involvement with the procurement of maintenance parts is focused on negotiating contracts with third-party vendors. In addition, IAM cited no NMB decisions where employees with duties similar to A&TP Purchasing Employees were found to belong in the Mechanics and Related Employees craft or class.

The A&TP Purchasing Employees do not share a functional connection with the Mechanics and Related

Employees craft or class as they do not perform, schedule or closely assist with the maintenance function, and are not required to have any formal training or background in aircraft maintenance. Rather, A&TP Purchasing Employees share a greater community of interest with Purchasing Employees in other departments at US Airways -- as their duties are focused on the procurement of goods for the Carrier's operations, regardless of the type of good they are tasked with purchasing.

US Airways argues that its Purchasing Employees' duties of contracting and negotiating with third-party vendors to source and procure goods and services are related to the internal operations of the Carrier which has been held to be the primary duty of the Office Clerical craft or class. See *US Airways*, 27 NMB 138, 157 (1999) ("primary duty of Office Clerical Employees is handling the internal operations of the Carrier"); *China Airlines, LTD*, 6 NMB 434, 440 (1978). The Carrier cites to a number of Board decisions finding that employees with duties similar to those of Purchasing Employees are properly in the Office Clerical craft or class. See *Birmingham S. R.R.*, 16 NMB 55 (1988) (finding a Storekeeper in charge of requisitioning, storing, and issuing inventory, and with purchasing power up to \$10,000 properly part of Office Clerical); *Alitalia Airlines*, 9 NMB 200 (1982) (finding a Technical Purchasing Representative responsible for procuring and expediting shipments of technical parts properly in Office Clerical); *Air Canada*, 6 NMB 779, 782 (1979) (finding Purchasing Assistants whose duties included seeking quotations, tenders and bids from vendors and service contractors, negotiating terms for service contracts, and issuing purchase orders and service contracts were properly in Office Clerical). Although the Board does not make a finding here, the Carrier's Purchasing Employees may be part of the Office Clerical craft or class.

Based on the foregoing, the Board finds that US Airways' A&TP and Strategic Sourcing⁴ Purchasing Employees do not share a community of interest with the Mechanics and Related Employees craft or class and are more functionally related to other US Airways' Purchasing Employees. Therefore, accretion is inappropriate.

II. Management Officials

Section 9.211 of the Board's Representation Manual (Manual) provides guidance in determining when an employee is a management official. Factors considered are: "(1) whether the authority exercised is circumscribed by operating and policy manuals; (2) the placement of the individual in the organizational hierarchy of the carrier, and; (3) any other relevant factors regarding the individual's duties and responsibilities."

The Manual also outlines the key responsibilities of management officials, including: "(1) the authority to dismiss and/or discipline employees or to effectively recommend the same; (2) the authority to supervise; (3) the ability to authorize and grant overtime; (4) the authority to transfer and/or establish assignments; (5) the authority to create carrier policy, and; (6) the authority to commit carrier funds."

The Board has stated that, "while there are certain factors indicating some level of authority, when all factors are viewed cumulatively the individuals at issue generally are first-line supervisors, not management officials." *USAir, Inc.*, 24 NMB 38, 41 (1996); *see also Pan American World Airways, Inc.*, 5 NMB 112, 115 (1973).

⁴ IAM provided no information about why the one Senior Buyer in Strategic Sourcing should be accreted to the Mechanics and Related Employees craft or class except to state that like A&TP, Strategic Sourcing is part of the US Airways' Maintenance Operations Department.

US Airways argues that its Purchasing Employees are management officials because of their authority to commit Carrier funds. The facts, however, indicate that Purchasing Employees' discretion to commit Carrier funds is subject to receiving management approval. A&TP Director Lowery's declaration and the accompanying job descriptions provide that Purchasing Associates are required to seek management approval before making expenditures where there is no pre-existing contract, and Buyers must receive management authorization before executing a new contract for a good or service. IAM additionally submitted that: "All contracts drafted by [Purchasing Employees] must be approved by the Carrier's Legal and Finance Department. Contracts must also receive approval at various levels of the hierarchy based on the value of the contract."

Further, US Airways contends that its Purchasing Employees create Carrier policy by contracting with and selecting vendors. The Carrier misconstrues the "policy" factor of the Board's test. This factor looks at whether the employee meaningfully and directly participates in the creation of carrier policy. See *ERA Aviation*, 26 NMB 507, 515 (1999); *Quality Aircraft Serv.*, 24 NMB 656, 657-58 (1997). US Airways has not presented any evidence showing that Purchasing Employees' duties in working with vendors to obtain goods and services include any meaningful or direct participation in the creation of Carrier policy.

When the Board considers the evidence cumulatively, it finds that US Airways' A&TP and Strategic Sourcing Purchasing Employees are not management officials.

CONCLUSION

The Board finds that US Airways' A&TP and Strategic Sourcing Buyers, Senior/Technical Buyers and Purchasing Associates are not included in the craft or class of Mechanics and Related Employees and, therefore, the application to accrete these employees is denied. A&TP and Strategic Sourcing Buyers, Senior/Technical Buyers and Purchasing Associates as an accretion to the Mechanics and Related

Employees craft or class is converted to NMB Case No. R-7003 and dismissed.

By direction of the NATIONAL MEDIATION BOARD.

A handwritten signature in cursive script that reads "Mary L. Johnson".

Mary L. Johnson
General Counsel

Copies to:

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