



**NATIONAL MEDIATION BOARD**  
WASHINGTON, DC 20572

(202) 692-5000

In the Matter of the  
Application of

OFFICE AND PROFESSIONAL  
EMPLOYEES INTERNATIONAL  
UNION

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

involving employees of

BRISTOW GROUP INC., D/B/A  
BRISTOW U.S. LLC/ERA GROUP  
INC.

48 NMB No. 13

CASE NO. R-7561

FINDINGS UPON  
INVESTIGATION-  
AUTHORIZATION OF  
ELECTION

February 10, 2021

On July 29, 2020, the Office and Professional Employees International Union (OPEIU) filed an application pursuant to the Railway Labor Act, as amended, 45 U.S.C. § 152, Ninth, alleging a representation dispute involving the craft of class of Pilots at the merged Bristow Group Inc., d/b/a Bristow U.S. LLC (Bristow) / Era Group Inc. (Era) (collectively the Carrier). The application was assigned National Mediation Board (NMB or Board) File No. CR-7218 and the Board assigned John S.F. Gross to investigate.

At the time the application was filed, the Pilots at pre-merger Bristow were represented by OPEIU under Board certification in NMB Case No. R-6517. *Offshore Logistics, Inc.*, 24 NMB 624 (1997).<sup>1</sup> At pre-merger Era, the Pilots were unrepresented.

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<sup>1</sup> In 1996, Offshore Logistics purchased a stake in Bristow Helicopters Ltd., and the company was rebranded as Bristow Group Inc. in 2006.

On December 2, 2020, the Board found in *Bristow Group Inc./Era Group Inc.*, 48 NMB 63 (2020), that Bristow and Era comprised a single transportation system, known as Bristow Group Inc., for the craft or class of Pilots. The Board based this determination on its investigation, including submissions from the participants.

The Board's December 2, 2020 determination stated the following: "Any Intervenor has 30 days from the date of this determination to file an application supported by a showing of interest of at least 50 percent of the single transportation system in accordance with [NMB Representation] Manual Sections 19.601 and 19.602." No Intervenor filed an application in this case.

#### AUTHORIZATION OF ELECTION

Once the Board determines that a single transportation system exists, it examines the potential representation issues. The Board has extended an organization's certification to cover employees in the craft or class on the entire system when the numbers of employees on each part of the system are not comparable. See *Alaska Airlines, Inc. / Virgin America, Inc.*, 47 NMB 47 (2019); *American Airlines/US Airways*, 41 NMB 289 (2014); See also *United Air Lines/Continental Airlines*, 38 NMB 249 (2011); *American Airlines, Inc. /TWA Airlines, LLC*, 29 NMB 278 (2002); *American Airlines, Inc. /TWA Airlines, LLC*, 29 NMB 260 (2002); *Continental Airlines/Continental Express*, 20 NMB 580 (1993); *Air Wisconsin, Inc. /Aspen Airways, Inc.*, 18 NMB 336 (1991).

The Board's investigation establishes that there are 135 Pilots on the pre-merger Bristow part of the system, and 138 on the pre-merger Era part of the system. These numbers are comparable and the Board authorizes an election among the craft or class of Pilots of the Carrier, using a cut-off date of July 23, 2020.<sup>2</sup> OPEIU will appear on the ballot and the count will take place in Washington, D.C.

Pursuant to Manual Section 12.1, the Carrier is hereby required to furnish, within five calendar days, 1" X 2-5/8" peel-off labels bearing the alphabetized names and current addresses of those employees on the List of Potential Eligible Voters. The Carrier must print the same sequence number from the List of Potential Eligible Voters beside each voter's name on the

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<sup>2</sup> The evidence submitted by OPEIU in support of its application satisfied the showing of interest requirements set forth in Sections 3.601, 19.601, and 19.602 of the Board's Representation Manual.

address label. The Carrier must also provide to the Board the name and sequence number of those potential eligible voters who reside outside of the United States. The Carrier must use the most expeditious method possible, such as overnight mail, to ensure that the Board receives the labels within five calendar days.

By direction of the NATIONAL MEDIATION BOARD.

A handwritten signature in black ink, appearing to read "Maria-Kate Dowling". The signature is fluid and cursive, with a large initial "M" and "D".

Maria-Kate Dowling  
Acting General Counsel