



NATIONAL MEDIATION BOARD

1301 K St NW, Suite 250E
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52 NMB No. 30
April 8, 2025

VIA EMAIL

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Re: **NMB File Nos. CR-7259 & CR-7260**
Mercy Flight Central / IAEP

Participants:

On February 4, 2025, Mercy Flight Central (Mercy) alleged “possible coercion tactics . . . possibly while authorization cards were being solicited and collected.” Mercy’s allegation included an incident it described as “involving unlawful misconduct and harassment of at least one employee on the basis of not wanting to be represented by” the International Association of EMTs and Paramedics, NAGE / SEIU Local 5000 (IAEP). Mercy then requested that the National Mediation Board (NMB or Board) “conduct a comprehensive investigation into the conduct of pro-union employees and whatever illicit conduct was attributable to [IAEP’s] efforts to become the bargaining agent for this class of employees.”

On February 5, 2025, IAEP responded to Mercy by stating that if “an investigation [is] commenced, [it] respectfully requests that it be permitted to provide evidence of violation(s) of 45 USC § 152, Fourth by” Mercy.

“Except in extraordinary circumstances, the NMB will only investigate allegations of election interference when filed by participants after the tally.” NMB Representation Manual Section 17.0. Because in this case the Board does not find that extraordinary circumstances exist, any allegations regarding conduct during the election period will be addressed, if appropriate, post-tally consistent with Board practice.

The Board reminds the participants that the laboratory conditions necessary for a free and fair election must be maintained from the date that the carrier becomes aware of the organizing drive through the election, the post-tally period allowed for filing of interference allegations, and any subsequent election. *See Sky King Airlines*, 38 NMB 257, 258 (2011).

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 the first name "Maria" and last name "Dowling" clearly distinguishable.

Maria-Kate Dowling
General Counsel