



NATIONAL MEDIATION BOARD

1301 K St NW, Suite 250E
Washington, DC, 20005

In the Matter of the Application of

ASSOCIATION OF FLIGHT
ATTENDANTS-CWA,
AFL-CIO

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

involving employees

ALASKA AIRLINES, INC./
HAWAIIAN
AIRLINES, INC.

52 NMB No. 32

CASE NO. R-7651

FINDINGS UPON
INVESTIGATION –
CERTIFICATION
DETERMINATION

April 11, 2025

This determination addresses the representation consequences of the application filed pursuant to the Railway Labor Act (RLA)¹ by the Association of Flight Attendants-CWA, AFL-CIO (AFA-CWA) for the Flight Attendants craft or class at the merged Alaska Airlines, Inc./Hawaiian Airlines, Inc. (collectively Alaska Airlines, Inc. or the Combined Carrier).

The National Mediation Board (Board or NMB) certifies AFA-CWA as the representative of the employees in the Flight Attendants craft or class at Alaska Airlines, Inc.

PROCEDURAL BACKGROUND

On November 18, 2024, AFA-CWA filed an application alleging a representation dispute involving the craft or class of Flight Attendants at the

¹ 45 U.S.C. § 151, *et seq.*

Combined Carrier. AFA-CWA asserted that the Combined Carrier constituted a single transportation system. The application was assigned NMB File No. CR-7258 and the Board assigned John S.F. Gross to investigate.

On March 6, 2025, the Board found that the Combined Carrier operated as a single transportation system under the RLA for the Flight Attendants craft or class. *See Alaska Airlines/Hawaiian Airlines*, 52 NMB 112 (2025). Pursuant to the Board's Representation Manual (Manual) Section 19.6, this determination addresses the representation of those employees.

The Board's March 6, 2025 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 Manual Sections 19.601 and 19.603." No Intervenor filed an application in this case.

STATEMENT OF FACTS

AFA-CWA is the representative of approximately 6,942 employees in the craft or class of Flight Attendants at Alaska under the Board's certification in NMB Case No. R-3477. AFA-CWA is also the representative of approximately 2,182 employees in the craft or class of Flight Attendants at Hawaiian under the Board's certification in NMB Case No. R-3515.

DISCUSSION

In this case, AFA-CWA currently represents all of the employees covered by its application. Where an organization has certifications covering the same craft or class at both carriers prior to a merger, the Board has certified the organization as the representative of the combined craft or class at the merged carrier. *See United Air Lines/Continental Airlines*, 39 NMB 171, 173 (2011); *US Airways/America West Airlines*, 33 NMB 293, 294-95 (2006); *Pennsylvania Airlines/Allegheny Commuter Airlines*, 19 NMB 362, 370 (1992).

CONCLUSION

In accordance with Section 2, Ninth of the RLA, as amended, the Board finds that AFA-CWA is the certified representative of the Flight Attendants craft or class at Alaska Airlines, Inc.

By direction of the NATIONAL MEDIATION BOARD.

A handwritten signature in black ink, reading "Maria-Kate Dowling". The signature is written in a cursive, flowing style.

Maria-Kate Dowling
General Counsel