



NATIONAL MEDIATION BOARD

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

In the Matter of the Application of
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS

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

involving employees of

ALASKA AIRLINES, INC./
HAWAIIAN
AIRLINES, INC.

52 NMB No. 47

CASE NO. R-7665

FINDINGS UPON
INVESTIGATION–
CERTIFICATION
DETERMINATION

July 14, 2025

This determination addresses the representation consequences of the application filed pursuant to the Railway Labor Act (RLA)¹ by the International Association of Machinists and Aerospace Workers for the Clerical, Office, Stores, Fleet and Passenger Service Employees 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 the International Association of Machinists and Aerospace Workers as the representative of the employees in the Clerical, Office, Stores, Fleet and Passenger Service Employees craft or class at Alaska Airlines, Inc.

PROCEDURAL BACKGROUND

On April 17, 2025, the International Association of Machinists and Aerospace Workers (IAM) filed an application alleging a representation dispute

¹ 45 U.S.C. § 151, *et seq.*

involving the craft or class of Clerical, Office, Stores, Fleet and Passenger Service Employees at the Combined Carrier. The IAM asserted that the Combined Carrier constituted a single transportation system. The application was assigned NMB File No. CR-7264 and the Board assigned Eileen M. Hennessey to investigate.

On June 6, 2025, the Board found that the Combined Carrier operated as a single transportation system under the RLA for the Clerical, Office, Stores, Fleet and Passenger Service Employees craft or class. *See Alaska Airlines/Hawaiian Airlines*, 52 NMB 167 (2025). Pursuant to the Board's Representation Manual (Manual) Section 19.6, this determination addresses the representation of those employees.

The Board's June 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

The IAM is the representative of approximately 5,851 employees in the craft or class of Clerical, Office, Fleet and Passenger Service Employees at Alaska under the Board's certification in *Alaska Airlines/Virgin America*, 44 NMB 97 (2017) (NMB Case No. R-7484). The IAM is also the representative of approximately 1,710 employees in the craft or class of Clerical, Office, Stores, Fleet and Passenger Service Employees at Hawaiian under the Board's certification in NMB Case No. R-2726.

DISCUSSION

In this case, the IAM 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, e.g., 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 the International Association of Machinists and Aerospace Workers is the certified representative of the Clerical, Office, Stores, Fleet and Passenger Service Employees craft or class at Alaska Airlines, Inc.

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" being more prominent.

Maria-Kate Dowling
General Counsel