



NATIONAL MEDIATION BOARD

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

In the Matter of the Application of
the

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, AIRLINE DIVISION
and 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 of

REPUBLIC AIRWAYS, INC./MESA
AIRLINES, INC.

54 NMB No. 2

CASE NO. R-7690

FINDINGS UPON
INVESTIGATION –
CERTIFICATION
DETERMINATION

October 13, 2026

This determination addresses the representation consequences of the applications filed pursuant to the Railway Labor Act (RLA)¹ by the Association of Flight Attendants-CWA, AFL-CIO (AFA-CWA) and the International Brotherhood of Teamsters, Airline Division (IBT) (collectively the Organizations) for the craft or class of Flight Attendants at the merged Republic Airways, Inc./Mesa Airlines, Inc. (collectively Republic Airways, Inc. or the Combined Carrier).

The National Mediation Board (Board or NMB) extends IBT's certification to include all employees in the Flight Attendants craft or class at Republic Airways, Inc.

¹ 45 U.S.C. § 151, *et seq.*

PROCEDURAL BACKGROUND

On April 29, 2026, AFA-CWA and the IBT filed applications alleging a representation dispute involving the Flight Attendant craft or class at the Combined Carrier. The Organizations asserted that the Combined Carrier constituted a single transportation system. The applications were assigned NMB File No. CR-7275 and the Board assigned Eileen M. Hennessey to investigate.

On September 1, 2026, the Board determined that the Combined Carrier operated as a single transportation system under the RLA for the Flight Attendants craft or class. *See Republic Airways/Mesa Airlines*, 53 NMB 124 (2026). Pursuant to the Board's Representation Manual (Manual) Section 19.6, this determination addresses the representation of those employees.

The Board's September 1, 2026 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% of the single transportation system in accordance with Manual Sections 19.601." No Intervenor filed an application in this case. When it filed its application in this matter, AFA-CWA stated that it is not acting "as an Intervenor in this case and agrees that its certification should be transferred to IBT."

STATEMENT OF FACTS

The Flight Attendants are represented by IBT at Republic under the Board's certification in NMB Case No. R-6225, and represented by AFA-CWA at Mesa under the Board's certification in NMB Case No. R-6499. *See Republic Airlines, et al.*, 41 NMB 109, 118 (2014); *Mesa Airlines*, 24 NMB 217 (1997); *Mesa Airlines*, 31 NMB 244 (2004) (transferring AFA's certification to represent Flight Attendants at Mesa Airlines to AFA-CWA). As of May 29, 2026, the total number of employees covered by the applications was 2,962. Mesa employed 625 Flight Attendants and Republic employed 2,337 Flight Attendants.

DISCUSSION

Section 2, Ninth of the RLA, authorizes the Board to investigate disputes arising among a carrier's employees over representation and to certify the duly authorized representative of such employees. Further, Section 2, Ninth grants the Board the discretion to "utilize any . . . appropriate method of ascertaining the names of their duly designated and authorized representatives . . ." 45 U.S.C. § 152, Ninth (emphasis added). The Board has exclusive jurisdiction over representation questions under the RLA. *See Gen. Comm. of Adjustment of Bhd.*

of Locomotive Eng'rs for Mo.-Kan.-Tex. R.R. v. Mo.-Kan.-Tex. Ry. Co., 320 U.S. 323, 336 (1943).

Following a single carrier determination, the Board addresses the representation consequences in accordance with the Manual. Where the number of employees represented by two organizations at merged carriers are not comparable, the Board extends the certification of the organization representing the larger number of employees while terminating the certification of the organization representing the smaller group of employees. *See, e.g., Southwest Airlines*, 41 NMB 297, 298 (2014) (extending Southwest Airlines Pilot Association's certification as representative of the Pilots craft or class at Southwest and terminating Air Line Pilots Association's certification of the same craft or class at AirTran after the carriers merged).

The number of IBT-represented Flight Attendants at pre-merger Republic and the number of AFA-CWA-represented Flight Attendants at pre-merger Mesa are not comparable. Therefore, IBT's certification in R-6225 is extended to cover the entire Flight Attendants craft or class at Republic Airways, Inc., and AFA-CWA's certification in R-6499 is terminated.

CONCLUSION

In accordance with Section 2, Ninth of the RLA, as amended, the Board finds that the International Brotherhood of Teamsters, Airline Division is the certified representative of the Flight Attendants craft or class at Republic Airways, Inc. (R-7690). The Board extinguishes AFA-CWA's certification issued in R-6499. Accordingly, Case R-7690 is closed.

By direction of the NATIONAL MEDIATION BOARD.



Maria-Kate Dowling
General Counsel