NATIONAL MEDIATION BOARD

445 12th St., SW, Ste. 2500
Washington, DC 20024

In the Matter of the Application of the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION 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. 4 CASE NO. R-7697 FINDINGS UPON INVESTIGATION – CERTIFICATION DETERMINATION November 13, 2026

This determination addresses the representation consequences of the application filed pursuant to the Railway Labor Act (RLA)[1] by the International Brotherhood of Teamsters, Airline Division (IBT) for the craft or class of Mechanics and Related Employees at the merged Republic Airways, Inc./Mesa Airlines, Inc. (collectively Republic Airways or the Combined Carrier).

The National Mediation Board (Board or NMB) extends IBT's certification to include all employees in the Mechanics and Related Employees craft or class at Republic Airways.

PROCEDURAL BACKGROUND

On August 28, 2026, IBT filed an application alleging a representation dispute involving the Mechanics and Related Employees craft or class at the Combined Carrier. IBT asserted that the Combined Carrier constituted a single transportation system. The application was assigned NMB File No. CR-7282 and the Board assigned Andres Yoder to investigate.

On October 8, 2026, the Board determined that the Combined Carrier operated as a single transportation system under the RLA for the Mechanics and Related Employees craft or class, and converted NMB File No. CR-7282 to NMB Case No. R-7697. *See Republic Airways/Mesa Airlines*, 54 NMB 1 (2026). Pursuant

[1] 45 U.S.C. § 151, *et seq.*

to the Board's Representation Manual (Manual) Section 19.6, this determination addresses the representation of those employees.[2]

The Board's October 8, 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.

STATEMENT OF FACTS

The Mechanics and Related Employees are represented by IBT at Republic Airways under the Board's certification in NMB Case No. R-7676. *See Republic Airways*, 53 NMB 109 (2026). As of August 28, 2026, the total number of employees covered by the application was 886. Pre-merger Republic Airways employed 711 Mechanics and Related Employees and pre-merger Mesa Airlines employed 175.

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).

"The Board has consistently 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 entire system is not comparable." *American Airlines/TWA Airlines*, 29 NMB 293 (2002); *see, e.g., Continental Airlines/Continental Express*, 20 NMB 580 (1993). The number of IBT-represented Mechanics and Related Employees at pre-merger Republic Airways and the number of unrepresented Mechanics and Related Employees at pre-merger Mesa Airlines are not comparable. Therefore, IBT's certification in NMB Case No. R-7676 is extended to cover the entire Mechanics and Related Employees craft or class at the Combined Carrier.

The Combined Carrier requests an election in this case (rather than the extension of IBT's certification) because of the timing of IBT's representation application in Case No. R-7676. In that case, the Board rejected those arguments

[2] The Combined Carrier asks the Board to "require any showing of interest to be measured against the single transportation system rather than the pre-merger Republic unit alone." IBT, however, has done so. In accordance with Manual Section 19.601, it submitted a certification that covers more than 50% of the post-merger craft or class, as well as a seniority list that does the same.

when it authorized an election noting that the RLA provides the employees or their representative the right to determine the timing of a representation dispute. *Republic Airways*, 53 NMB 64, 67 (2026) (citing *Railway Labor Execs.' Ass'n v. NMB*, 29 F.3d 655, 669 (D.C. Cir. 1994) (en banc)). The Combined Carrier also alleges that IBT has not demonstrated majority support of the combined craft or class. However, there is no dispute that IBT is the certified representative of all members of the craft or class at pre-merger Republic Airways and that members of the craft or class are unrepresented at pre-merger Mesa Airlines. Further, the Board's longstanding certification extension policy applicable under these circumstances hinges on the existence of a certification—not on any specifics regarding the underlying certification.

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 Mechanics and Related Employees craft or class at Republic Airways. Accordingly, NMB Case No. R-7697 is closed.

By direction of the NATIONAL MEDIATION BOARD.

Maria- Kate Dowling
General Counsel

Chairman Sweatt, concurring.

My preference is a secret ballot election in order for the currently unrepresented employees, no matter how small a cohort, to have an opportunity to vote on representation. However, I am bound by the statutory language and Board precedent requiring employees to make such a request of the Board, which has not occurred.