



NATIONAL MEDIATION BOARD
WASHINGTON, D.C. 20572

(202) 692-5000

March 16, 2011
NMB File No. CR-7010

VIA EMAIL & U.S. MAIL

Don Stephens
Senior Vice President
Jannie Guzick
Director of People Department
Regional Elite Airline Services
7500 Airline Drive C079
Minneapolis, MN 55450-1101

Carol Landry
International Vice President
Brad Manzollilo
Organizing Counsel
United Steelworkers
Five Gateway Center
Pittsburgh, PA 15222

Carmen R. Parcelli
Counsel for United Steelworkers
1625 Massachusetts Avenue, NW
Suite 700
Washington, DC 20036

Participants:

The National Mediation Board (Board or NMB) received an application filed on behalf of the United Steel Workers (Organization), for the services of the Board under the provisions of Section 2, Ninth, of the Railway Labor Act. A copy of the application and any cover letter or position statement is enclosed. The applicant alleges a representation dispute involving the following employees of Regional Elite Airline Services (Carrier):

“FLEET SERVICE EMPLOYEES”

This application has been assigned **NMB File No. CR-7010** in order to conduct a pre-docketing investigation and will be referred to by that number. Investigator Maria-Kate Dowling is assigned to investigate this case. All further contacts in this matter should be made only with the General Counsel or the Investigator. These individuals are the only Board employees authorized to make any official statements on behalf of the NMB in this case.

Within five (5) working days of the date of this letter, the representatives of the participants, with the exception of the applicant, must file the enclosed **Notice of Appearance** for **up to three** representatives. The representative who will be the

primary contact for the Board must be included on the Notice of Appearance. This will facilitate communications with Board personnel and ensure receipt of all pertinent documents and other information.

The following information should be provided by **10 a.m., ET, March 30, 2011**, or as provided below:

1. Our records indicate that the applied-for employees are unrepresented. Any participant that has other information regarding the employees' representation status must promptly notify the Board.
2. The Carrier must deliver to the Board's Office of Legal Affairs an **alphabetized list of potential eligible voters** as a **Microsoft-Excel file**. The format of the list of potential eligible voters must be prepared in five columns or fields **exactly** as the enclosed sample format displays. There must not be any other information or data in the file except as displayed in the five columns or fields on the sample format. The column or field headers must be contained on one row only. The Carrier must not include any **hidden** columns or fields in the **Excel file**. Note that employee middle initials appear with the first name. Do not make a separate column or field for the middle initial. **If you have any questions about the correct format for this list of potential eligible voters, contact the NMB Election Administrator at 202-692-5040.**
3. The Carrier **must inform the Investigator of the date of the last day of its last payroll period prior to March 15, 2011** and the number of employees covered by this application. The list of potential eligible voters must contain **all individuals with an employee-employer relationship as of the last day of the last payroll period prior to March 15, 2011.*** The list must be **alphabetized** on a system-wide basis. The Carrier must provide a copy of the list to the organization(s).
4. The Carrier must provide **one set of signature samples for the eligible voters solely to the Investigator**. The alphabetized signature samples must be in the same order as the names on the list

* Section 9.2 of the NMB's Representation Manual defines the categories of individuals with an employee-employer relationship under the Railway Labor Act. That section of the Manual is available at <http://www.nmb.gov/representation/representation-manual.pdf>.

of eligible voters. Until an applicable list and the signature samples are received by the Investigator, the Investigator will **continue to accept additional authorization cards.**

5. Participants should provide an **initial position statement** regarding any issue in this case to the Investigator.

Upon receipt of this letter, the Carrier must **post the enclosed "Notice to Employees"** at all stations.

All representation-related documents pertaining to this matter should be filed electronically with OLA except for the following items which are still required in hard copy: 1) authorization cards; 2) signature samples; and 3) employee address labels, which are still required on 1" X 2-5/8" peel-off labels as per the wire.

All electronic submissions should be sent to OLA-efile@nmb.gov and must reference the assigned representation case number, NMB Case No. CR-7010, in the subject line of the email so that the document is properly filed. **Please do not make submissions to the General Counsel's or assigned Investigator's personal email address.**

Copies of all submissions to the Board, with the exception of the signature samples and privileged documents, must be **served simultaneously** on all other participants. A **certificate of service** must be provided to the Board to verify the simultaneous service. The Board will not consider submissions which fail to comply with these requirements.

Sincerely,



Mary L. Johnson
General Counsel

- Enclosures -

MLJ/ts

SAMPLE FORMAT OF THE SPREADSHEET LIST FIELDS

SeqNum	LastName	FirstName	JobTitle	DutyStation
1	Able	John, Jr.	Pilot	Chicago, IL
2	Baker	Mary A.	Pilot	Tampa, FL
3	Charles	William J.	First Officer	Detroit, MI

NOTICE OF APPEARANCE
(Please Print or Type all Information Below)

The Participant hereby enters the following names, addresses, phone and fax numbers, and e-mail addresses for the individual(s) designated as the representative(s).

(Participant Name)

(1) _____ Phone No. _____
(Name & Title)

_____ FAX No. _____
(Address)

_____ (e-mail address)
(City, State, Zip Code)

_____ (Alternate Phone/Cell Number)

(2) _____ Phone No. _____
(Name & Title)

_____ FAX No. _____
(Address)

_____ (e-mail address)
(City, State, Zip Code)

_____ (Alternate Phone/Cell Number)

(3) _____ Phone No. _____
(Name & Title)

_____ FAX No. _____
(Address)

_____ (e-mail address)
(City, State, Zip Code)

_____ (Alternate Phone/Cell Number)

PLEASE EMAIL THIS FORM TO: OLA-efile@nmb.gov



**UNITED STATES OF AMERICA
NATIONAL MEDIATION BOARD
NOTICE TO EMPLOYEES**

NMB File No. CR-7010

This will notify you of an application filed pursuant to the Railway Labor Act involving the following:

**FLEET SERVICE EMPLOYEES
OF
REGIONAL ELITE AIRLINE SERVICES
SOUGHT TO BE REPRESENTED BY
UNITED STEELWORKERS
AND PRESENTLY UNREPRESENTED**

This case is assigned to a Board Representative for investigation. **NO DETERMINATION HAS BEEN MADE AT THIS TIME.** If an election is held, a Notice of Election will be posted and sent to all employees giving details for voting.

The Railway Labor Act gives employees the right to select representatives without carrier influence or interference. A portion of that statute provides:

No carrier, its officers, or agents shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees

All employees are free to express their desire to be represented by a labor organization or to be unrepresented. The Carrier is not permitted to influence, interfere or coerce employees in any manner in an effort to induce them to participate or refrain from participating in an election should there be one.

Alleged violations may be reported in writing to the **NATIONAL MEDIATION BOARD, Office of Legal Affairs, 1301 K Street, NW, Suite 250 East, Washington, DC 20005.**

DATE OF POSTING _____
THIS IS AN OFFICIAL GOVERNMENT DOCUMENT AND MUST NOT BE DEFACED BY ANYONE. THIS DOCUMENT SHOULD REMAIN POSTED UNTIL THE BOARD'S INVESTIGATION IS COMPLETED.



MAR15'11 AM 9:09 NMB

Application for Investigation of Representation Dispute

Date: 3-14-11

TO THE NATIONAL MEDIATION BOARD, Washington, D. C. 20005: A dispute has arisen among the employees of:

Name of Carrier:	Regional Elite Airline Services	Address:	7500 Airline Drive C079
Contact:	Jannie Guzick, Director of People Dept	City, State, Zip Code:	Minneapolis, MN 55450-1101
Telephone Number:	(734) 730-3487	Fax Number:	(734) 229-6001

as to who is the representative of these employees designated and authorized in accordance with the requirements of the Railway Labor Act. The undersigned, one of the parties to the dispute, hereby requests the National Mediation Board to investigate this dispute, and to certify the name or names of the individuals or organizations authorized to represent the employees involved in accordance with Section 2, Ninth, of the Act.

PARTIES TO DISPUTE

Petitioning organization or representative:	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union ("USW")	
Organization holding existing agreement, if any:	None	Date:
Other organization or representatives involved in dispute:	None	

CRAFT OR CLASS of Employees Involved – (If more than one craft or class, list separately)

	Craft or Class	Number of Employees
1.	Fleet Service Employees	approximately 2000
2.		
3.		
4.		
5.		
6.		

EVIDENCE OF REPRESENTATION – this application is supported by (check applicable box):

<input type="checkbox"/>	At least a majority, if the employees are represented and there is a valid collective bargaining agreement.
<input checked="" type="checkbox"/>	At least 35%, if the employees are unrepresented.

Name and Signature:	Leo W. Gerard <i>Leo W Gerard</i>	
Title:	International President	
Address:	United Steelworkers, Five Gateway Center	Telephone: (412) 562-2400
City, State, Zip Code:	Pittsburgh, PA 15222	Fax: (412) 562-1991

Instructions: Continue to page 2.



MAR15'11 AM 9:09 NMB

Application for Investigation of Representation Dispute

APPLICANT NOTICE OF APPEARANCE

The United Steelworkers hereby enters the following names, addresses, (Applicant Organization)
 phone numbers, fax numbers, and email addresses for the individual(s) designated as the representative(s)
 of the United Steelworkers in connection with the Application for Investigation (Applicant Organization)
 of Representation Dispute:

Name & Title:	Carol Landry, International Vice President	Telephone:	(412) 562-2254
Address:	United Steelworkers, Five Gateway Center	Fax:	(412) 562-2317
City, State, Zip Code	Pittsburgh, PA 15222	Email:	clandry@usw.org
		Alternate Telephone:	

Name & Title:	Mike Yoffee, Organizing Director	Telephone:	(412) 562-1175
Address:	United Steelworkers, Five Gateway Center	Fax:	(412) 562-2555
City, State, Zip Code	Pittsburgh, PA 15222	Email:	myoffee@usw.org
		Alternate Telephone:	(412) 596-0223

Name & Title:	Carmen R. Parcelli, Esquire	Telephone:	(202) 624-7400
Address:	1625 Massachusetts Avenue, NW, Suite 700	Fax:	(202) 624-7420
City, State, Zip Code	Washington, DC 20036	Email:	cparcelli@geclaw.com
		Alternate Telephone:	

Filing Instructions: File this application in duplicate.

Additional Sheets: Use and attach additional sheets as needed.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control Number. The valid OMB control number for this information collection is 3140-0001. The time required to complete this information collection is estimated to average 15 minutes per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection.



MAR15'11 AM 9:09 NMB

Application for Investigation of Representation Dispute

APPLICANT NOTICE OF APPEARANCE

The United Steelworkers hereby enters the following names, addresses, phone numbers, fax numbers, and email addresses for the individual(s) designated as the representative(s) of the United Steelworkers in connection with the Application for Investigation of Representation Dispute:

(Applicant Organization)

(Applicant Organization)

Name & Title:	Brad Manzolillo, Organizing Counsel	Telephone:	(412) 562-2529
Address:	United Steelworkers, Five Gateway Center	Fax:	(412) 562-2555
City, State, Zip Code	Pittsburgh, PA 15222	Email:	bmanzolillo@usw.org
		Alternate Telephone:	(412) 418-4333

Name & Title:	Maria Somma, Organizer	Telephone:	(412) 562-1992
Address:	United Steelworkers, Five Gateway Center	Fax:	(412) 562-2555
City, State, Zip Code	Pittsburgh, PA 15222	Email:	msomma@usw.org
		Alternate Telephone:	(412) 478-5090

Name & Title:		Telephone:	
Address:		Fax:	
City, State, Zip Code		Email:	
		Alternate Telephone:	

Filing Instructions: File this application in duplicate.

Additional Sheets: Use and attach additional sheets as needed.

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