

3-PELRB-2025

STATE OF NEW MEXICO
PUBLIC EMPLOYEES LABOR RELATIONS BOARD

NEW MEXICO HIGHLANDS UNIVERSITY
FACULTY AND STAFF ASSOCIATION,
Petitioner,

and

PELRB No. 323-24

NEW MEXICO HIGHLANDS UNIVERSITY,
Respondent.

ORDER

THIS MATTER came before the Public Employee Labor Relations Board at its regularly scheduled meeting on January 7, 2025, for review of the results of the card check conducted on December 30, 2024, and ratification of the Amended Certification of Representation resulting from that card check. The Board being sufficiently advised voted 3-0 to ratify the finding by the Executive Director that the card check established majority support among the employees to be accreted into the unit and to ratify the Amended Certification of Representation issued by the Executive Director on December 30, 2024, including the findings therein.

WHEREFORE, the results of the card check are affirmed, the Amended Certification of Representation is ratified and staff are directed to close the file.

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

Signed by:

Mark Myers

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MARK MYERS, BOARD CHAIR

1/17/2025

DATE

State of New Mexico

Public Employee Labor Relations Board



Amended Certification of Representation

The undersigned hereby certifies that **New Mexico Highlands University Faculty and Staff Association** (Union), has demonstrated a sufficient basis pursuant to NMAC 11.21.2.38 to compel amendment of the certification of the bargaining unit with regard to the **New Mexico Highlands University** (Employer) employees represented by the Union.

The undersigned makes this certification based on the following:

1. New Mexico Highlands University Faculty and Staff Association filed a Petition on December 2, 2024, requesting amendment of the Certification of the unit of New Mexico Highlands University employees represented by the Union. On December 2, 2024, the Board's Executive Director determined that the Petition was facially valid and sent notice of the Petition requesting each parties' statement of their positions.
2. On December 6, 2024, the Notice required by NMAC 11.21.2.15 was posted by the Employer and remained posted until December 20, 2024.
3. On December 26, 2024, a Card Check was conducted that indicated the more than 50% of the employees to be accreted supported representation by the Union.
4. The Petition does not raise a question concerning representation and it was accompanied by sufficient showing of interest from the employees to be accreted. Accordingly, certification of the bargaining unit shall be, and hereby is, amended to reflect its current description as follows:

Academic Adviser / Academic Adviser Santa Fe, Academic Support Coordinator/Accessibility and training, Accountant, Accountant III, Administrative Assistant (Administrative Associate/ORPID), Administrative Assistant/School of Business Dean, Alumni Coordinator, Assistant Athletic Trainer, Assistant ITV Engineer, Athletic Trainer, Center Student Specialist, Center Transfer Specialist, Central Receiving Supervisor, Coordinator of Academic Enrichment Programs/Main, Director CTE, Director-Office of Field Experience, Director of Housing, Director of Wellness Program, EOS Online, Evening Coordinator/Information Tech, Fac Lab Man/Prod Super/Mass Com, Financial Aid Adviser, Financial Aid Analyst, Foundation Communication Specialist (Dir Adv Services), Golf Course Superintendent, Graduate Records & Center Coordinator, Institutional Research, International Education Director (Director of International and Ed Center), Intervention & Retention Coordinator, ITV Engineer, Librarian, Librarian, Head of Archives & Cataloging, Librarian/Head of Catalog/Systems,

Librarian-Head of Government, Library- Main Campus, Library Associate, Library Associate-External Program, Library Associate-ILL, Library Associate/Library, Library Associate Rio Rancho (Night Library Associate/Reference Section), Manager of ITV Operations, Native American Services, NRM/Biology Equipment Manager (Field and Lab Equipment Manager), Nursing Recruiter Advisor Coordinator, ORSP Grant Manager (Grant Administrator/Manager), Pool Manager, Radio Station Manager, Recruiter (Adjunct), Rio Rancho business office, San Juan Student Center Specialist (Student Support Specialist), Scholarship Coordinator, Senior Admin Asst. College of Arts & Science, Specialist/RR Center (Student Support Specialist), Student Recruiter, Student Support Specialist, Student Transcript Specialist, Student Support Specialist, Technology Trainer, University Relations Writer, and Program Coordinator for NMHU Center for Teaching Excellence

ISSUED in Albuquerque, New Mexico on this 30th day of December, 2024 by:

PUBLIC EMPLOYEE LABOR RELATIONS BOARD



Thomas J. Griego
Executive Director



**STATE OF NEW MEXICO
PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

In re:

**NEW MEXICO HIGHLANDS UNIVERSITY
FACULTY AND STAFF ASSOCIATION,**

Petitioner,

and

PELRB No. 323-24

NEW MEXICO HIGHLANDS UNIVERSITY,

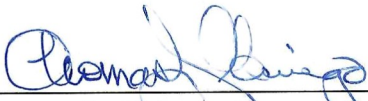
Respondent

RESULTS OF CARD CHECK

On December 27, 2024, pursuant to NMAC 11.21.2.33, after resolving all unit composition issues and challenges to the validity of interest cards submitted by the union, and after the expiration of the intervention period, there being no intervention filed, I compared the union's showing of interest with the employee list provided by the employer. The following is the result of that comparison:

1.	Total Number of Employees in Bargaining Unit	<u>1</u>
2.	50% of Employees in Bargaining Unit Equals:	<u>1</u>
3.	Total Interest Cards Indicating Support	<u>1</u>
4.	Number of Challenged Cards	<u>0</u>
	Challenged Cards Rejected By Director	<u> </u>
	Challenged Cards Accepted By Director	<u> </u>
5.	Percent of Employees in Bargaining Unit indicating support	<u>100%</u>

WHEREFORE, the showing of interest demonstrates majority support for NMSU-NEA so that certification of its recognition as the exclusive representative of the unit in question shall issue.



Thomas J. Griego, Executive Director

Date: 12-30-24