

16-PELRB-2024

STATE OF NEW MEXICO
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

DISTRICT 1199NM, NATIONAL UNION OF
HOSPITAL AND HEALTH CARE EMPLOYEES,

Petitioner,

and

PELRB No. 344-23

UNIVERSITY OF NEW MEXICO HOSPITALS,

Employer.

ORDER

THIS MATTER comes before the Public Employee Labor Relations Board at its regularly scheduled meeting on March 5, 2024 upon the Petition by the union to accrete the positions of Chaplain, Chaplain I, and Chaplain II into the existing Licensed and Technical unit at the University of New Mexico Hospitals. The Hospitals did not contest the Chaplains' inclusion in the unit and the Director found no unit composition issues or Questions Concerning Representation. Therefore, the Executive Director issued an Amended Certification on February 2, 2024 indicating the accretion of the Chaplain positions. Upon review of the submissions and no one appearing in opposition to the Amended Certification, the Board, by a vote of 3-0, hereby affirms and ratifies the Amended Certification of Representation issued by the Executive Director on February 2, 2024 including the findings appearing thereon.

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

DocuSigned by:

Peggy Nelson

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PEGGY J. NELSON, BOARD CHAIR

3/7/2024

DATE

State of New Mexico

Public Employee Labor Relations Board



Amended Certification of Representation

The undersigned hereby certifies that District 1199NM, National Union of Hospital and Health Care Employees (Union) has demonstrated a sufficient basis pursuant to NMAC 11.21.2.38 to compel amendment of the certification of the University of New Mexico Hospitals' Licensed and Technical bargaining unit to accrete the following job titles: Chaplain, Chaplain I, and Chaplain II.

The undersigned makes this certification based on the following:

1. By a Petition filed December 14, 2023, the Union requested accretion of the heretofore unrepresented positions referred to above.
2. On January 2, 2024, the Board's Executive Director determined that the Petition was facially valid and sent notice to the Union and University of New Mexico Hospitals, requesting a statement of their positions and a list of employees to be accreted no later than January 18, 2024 as to whether the amendment should be made.
3. On January 15, 2024, the Employer provided the employee list as requested and stated that there are no issues of unit inclusion into the parties' Licensed & Technical bargaining unit. UNMH does not contest the appropriateness of the petitioned-for unit if requisite support is established. The Union concurs that the Petition does not raise a question concerning representation and I find that it presents sufficient facts to show that the requested amendment should be made. The number of employees in the group to be accreted is less than ten percent of the number of employees in the existing unit.
4. The petition is accompanied by a sufficient showing of interest demonstrating that no less than thirty percent of the employees in the group sought to be accreted wish to be represented by the exclusive representative as part of the existing unit and it would not constitute a separate appropriate bargaining unit.

Accordingly, certification of the bargaining unit shall be, and hereby is, amended to reflect accretion of the above-referenced job titles as shown on the attached Appendix A.

ISSUED in Albuquerque, New Mexico on this 2nd day of February, 2024 by:

PUBLIC EMPLOYEE LABOR RELATIONS BOARD


Thomas J. Griego
Executive Director



APPENDIX A

Asst Cert Occupational Therapy Inpt, Asst Physical Therapist Inpt, Case Manager RN, Case Manager Social Work, Case Manager Social Work Clin Mentor, Case Worker Masters, Chaplain, Clin Dietician, Clin Dietician Specialist, Community Support Worker, Coord Utilization Review, Counselor Masters, Counselor Social Wkr, Counselor Social Wkr Clin, Dispatcher, Educator Special Teaching L&T, Graduate Case Manager Social Work, Graduate Nurse Inpt, Graduate Nurse Outpt, Graduate Sonographer, Interp & Translator Arabic, Interp & Translator Navajo, Interp & Translator Spanish, Interp & Translator Vietnamese, Interpreter & Translator, Interpreter Certified ASL, LPN Inpt, LPN Outpt, LPN Spec, Neuropsychologist, Neuropsychology Post Doctoral Fellow, Paramedic, Paramedic ER, Paramedic-Rapid Response, Pharmacist, RN Coord Orthopedic Care, RN Coord Transplant, RN Home Health, RN Inpt, RN Lactation Spec, RN Outpt, RN Psych Inpt, RN Psych Outpt, RN Spec, RN Surgical Specialties, Sonographer, Spec Safety, Tech EEG, Tech Resp Therapy Certified, Technol Mammography, Technol Rad CT, Technol Rad Fluoroscopy, Technol Nuclear Med Certified, Technol Rad General, Technol Rad Interventional, Technol Rad MRI, Technol Ultrasound Traveler, Technol Vascular Certified, Therapist Occupational Inpt, Therapist Physical Inpt, Therapist Recreation Certified, Therapist Reg Resp, Therapist Reg Resp Spec.