

21-PELRB-2024

STATE OF NEW MEXICO PUBLIC EMPLOYEE LABOR RELATIONS BOARD

**AMERICAN FEDERATION
OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, COUNCIL 18,**
Petitioner,

and

PELRB No. 305-24

**MIDDLE RIO GRANDE
CONSERVANCY DISTRICT,**
Respondent.

ELECTION ORDER

THIS MATTER came before the Board on April 2, 2024 for entry of an Order directing an election, the parties having not fully executed a Consent Election Agreement in time for Board approval before the scheduled election.

IT IS HEREBY ORDERED:

1. CERTIFICATION ELECTION. A secret ballot election will be held under the supervision of the Public Employee Labor Relations Board, with Executive Director Thomas Griego designated as the Election Supervisor.

2. ELECTION DATE, TIMES, AND LOCATIONS:

The election shall take place on Thursday, April 25, 2024, at the following Field Offices during the times indicated:

- Cochiti Division Field Office; 31 Carro De Caballos, Peña Blanca, NM 87041, 7:00 a.m. to 9:00 a.m.
- Albuquerque Division Field Office; 1930 Second Street SW, Albuquerque, NM 87102, 10:00 a.m. to 12:00 p.m.
- Belen Division Field Office; 25 General Edward Baca, Belen, NM 87002, 1:00 p.m. to 3:00 p.m.
- Socorro Division Field Office; 2401 State Road One, Socorro, NM 87801, 4:00 p.m. to 6:00 p.m.

The Election Supervisor shall post signs directing employees to the polling location within the Field Office. If at any polling location, all eligible voters have voted before the scheduled time for closing the polls, the Election Supervisor may close the polling location early and proceed to the next location.

A Tally of Ballots will take place at the PELRB offices on Friday, April 26, 2024, at 10:00 a.m.

3. THE BARGAINING UNIT.

INCLUDES: All Irrigation Systems Operators.

EXCLUDES: All Probationary, Managerial, Confidential, or Supervisory Employees

4. ELIGIBLE VOTERS.

- A. The bargaining unit employees who were employed during the payroll period ending March 15, 2024 and are still employed on the date of the election.
- B. Within five (5) workdays following signing the consent election agreement, the Employer will submit to the Petitioner and the Election Supervisor a list with the names of the eligible voters.
- C. The Union shall review the voter eligibility list and raise any objections it may have within five (5) workdays of receipt. If no objections are timely raised, the list shall be deemed to be true and accurate.
- D. Employees in the bargaining unit who are eligible to vote but who will be absent on the day of voting because of hospitalization, temporary assignment away from normal post of duty, leave of absence, vacation at a location more than fifty (50) miles distant from the polling place, or other legitimate cause, may request an absentee ballot from the director. Except for good cause

shown, such a request must be received by the director at least ten (10) days before the election, in which case the director, after preliminarily determining the employee's eligibility to vote, shall provide the employee with a ballot to be submitted to the director by mail. To be counted, an absentee ballot must be received by the director at least one day before the ballot count. Objections to absentee ballots may be presented by observers at the Tally of Ballots.

5. NOTICE OF ELECTION. The Notice of Election, along with a Sample Ballot, shall be posted in all common area(s) where regular notices are posted at least ten (10) workdays prior to the election, and no later than April 3, 2024. The times agreed upon by the parties for the opening and closing of the polls will be enforced by the Election Supervisor, PROVIDED, however, that the poll may close early if all eligible employees have voted prior to the designated closing time.

6. OBSERVERS. Each party shall be entitled to one (1) observer to assist and observe in the polling place and to witness the counting of ballots. The observers shall not be supervisory or managerial employees, union officers, or union employees; however, representatives of the parties in addition to observers may observe the counting of the ballots. Observers shall not wear or display any insignia, emblems, or clothing that advocates or promotes a party's position.

7. DUTIES OF THE ELECTION SUPERVISOR.

A. The Election Supervisor shall hand the ballot to each eligible voter appearing at the polling place after the voter identifies himself or herself and signs the eligibility list. Said eligible voters shall produce a picture I.D. before signing the eligibility list.

The voter will mark the ballot in secret and fold it. The voter will then personally deposit the ballot in the ballot box under the supervision of the Election Supervisor.

B. After the closing of the polls, the Election Supervisor will count the names from the voter eligibility list to determine whether 40% of the employees in the unit voted.

C. If the Election Supervisor determines from the voter eligibility list that less than forty percent (40%) of the employees in the unit voted, then the ballots will not be counted.

D. If the Election Supervisor determines from the voter eligibility list that forty percent (40%) or more of the employees in the unit voted, then the ballots will be counted in the presence of observers.

8. THE BALLOT.

A. The secret ballot shall include the choice of:

- “AFSCME Council 18” to certify the Union as the exclusive bargaining agent for the relevant employees, and
- “NO REPRESENTATION” for those employees to remain unrepresented.

The eligible voters shall mark the square corresponding to his/her choice.

There shall be no names signed on the ballot and any other markings on the ballot will invalidate the ballot.

B. SECRET BALLOT. The election will be by secret ballot and the Petitioner and Public Employer mutually agree that the voters will be allowed to vote without interference, restraint, or coercion. No electioneering shall be permitted within 50 feet of any room in which balloting is taking place. At the conclusion of

the election, a Results of Secret Ballot Election form signed by authorized representatives for Petitioner and Public Employer and the Election Supervisor will be issued to the parties.

C. CHALLENGED BALLOTS. Any party to an election through its observer, or the Election Supervisor, may challenge the eligibility to vote of any person who presents him- or herself at the poll and shall state the reason for the challenge. The Election Supervisor shall challenge any voter whose name does not appear on the list of voter eligibility. The challenge to a voter must occur prior to that person casting a ballot.

9. ACCOMMODATIONS. Petitioner and/or the Public Employer should notify the Election Supervisor as soon as possible of any voters, potential voters, or other participants in the election with disabilities—as defined by the appropriate sections of the Rehabilitation Act and American with Disabilities Act and implementing regulations—who, in order to participate in the election, need appropriate auxiliary aids and request necessary assistance.

10. OBJECTIONS. Within five (5) workdays following the service of the Results of Secret Ballot Election form (the written tally of ballots), a party may file objections to the conduct of the election. A violation of this Consent Agreement is a basis for an objection and such a violation may cause the election to be rescheduled and/or the results to be invalidated.

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

DocuSigned by:
Peggy Nelson
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PEGGY J. NELSON, BOARD CHAIR

4/3/2024

DATE