

# NEW MEXICO PUBLIC BARGAINING UNIT INFORMATION

(Updated 6/10/25)

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## ***UNITS SUBJECT TO LOCAL BOARDS:***

### **1. Albuquerque, City of**

- a. Albuquerque Area Firefighters Union – International Association of Fire Fighters (IAFF), Local 244 (Fire and Emergency Medical Services) (approx. 727 employees).
- b. AFSCME, Local 2962 (Clerical and Technical workers) (approx. 453 employees).
- c. Albuquerque Officers' Association, AFSCME Local 1888 (Security, Animal Control, Parking and Transit Officers) (approx. 111 employees).
- d. Albuquerque Police Officers' Association (Certified Law Enforcement Officers) (approx. 959 employees).
- e. American Federation of State, County & Municipal Employees (AFSCME), Local 624 (Blue Collar & Transit workers) (approx. 1,259 employees).
- f. AFSCME, Local 3022 (M-series) (approx. 951 employees).
- g. Communication Workers of America (CWA) (Albuquerque Community Safety Department) (approx. 55 employees)

### **2. Albuquerque Public Schools (APS)**

- a. Albuquerque Teachers Federation (All “educators” as defined by the School Board's Employee Relations Policy) (approx. 6270 employees).
- b. Albuquerque Federation of Classified Professionals (Includes Educational Assistants, Health Assistants, Clerical Staff, Community School Liaisons, and IT Techs) (approx. 2406 employees).

- c. Communication Workers of America (CWA), Local 7070 (Maintenance and Operations workers) (approx. 775 employees).
  - d. Educational Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 1 (representing all certified Police Officers through the rank of Lieutenant) (approx. 172 employees).
  - e. CWA, Local 7070 (Food Service workers) (approx. 412 employees).
3. **Deming, City of**
- a. IAFF, Local 4251 (Firefighters and EMS personnel) (approx. 20 employees).
  - b. Deming Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 16 (Certified Law Enforcement Officers) (approx. 31 employees).
4. **Silver City, Town of**
- a. AFSCME, Local 3370 (Clerical and Blue Collar) (approx. 53 employees).
  - b. IAFF, Local 2430 (all regular non-probationary firefighters) (approx. 17 employees).
  - c. Silver City Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 2 (All certified Police Officers through the rank of Sergeant) (approx. 23 employees).

## ***UNIONS REPRESENTING STATE EMPLOYEES***

1. **AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFCSME)** (approx. 7,389 employees):
- a. **Aging and Long-Term Services Department (ALTS)**  
Adult Protective Services Intake Worker; Adult Protective Services Investigative Caseworker; Financial Specialists; Office and Administrative Support Workers; Office Clerks; Personal and Home Care Aides; Receptionists and Information Clerks; Secretaries, Except Legal, Medical, and Executive; Social and Human Service Assistants (approx. 64 employees).
  - b. **Children, Youth and Families Department (CYFD)**  
Accountants and Auditors; Community and Social Service Specialists; Cooks, Institution and Cafeteria; Child Protective Service (CPS) Adoption Consultant; CPS Investigation Case Worker; CPS Investigation Senior Case Worker; CPS Family Centered Mediator; CPS Permanency Planning Case Worker; CPS Permanency Planning Senior Case Worker; CPS Placement Case Worker; CPS Placement Senior Case Worker; CPS Placement Specialist; CPS Youth Transition Coordinator; Dental Assistant

II; Financial Specialists; Health Educators; In-Home Services (HIS) Practitioner; Information and Record Clerks; IT Application Developer II; IT Business Analyst I and II; IT End User Support II; IT Network Administrator II; IT Systems Administrator II; Juvenile Correctional Officer I and II; Juvenile Correctional Officer Supervisor; Juvenile Probation Parole Officer I and II; Medical Records and Health Information Technicians; Medical Secretaries; Mental Health and Substance Abuse Social Workers; Management Analyst; Office and Administrative Support Workers; Office Clerks, General; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Receptionists and Information Clerks; Registered Nurse Level III; SCI Worker; SCI Senior Worker; Secretaries, Except Legal, Medical, and Executive; Social and Human Service Assistants; Social and Community Service Coordinator; Social Workers; Teachers Assistants; Training and Development Specialist (approx. 1043 employees).

c. **Corrections Department** (approx. 1383 employees):

- i. **Adult Prisons Division**: Behavioral Health Therapist II; Clergy; Correctional Officer; Correctional Officer – Sergeant; Correctional Officer – Lieutenant; Correctional Officer Specialist – Boiler Operations; Correctional Officer Specialist – Corrections Industries Programs; Correctional Officer Specialist – Electrician; Correctional Officer Specialist – Electronics; Correctional Officer Specialist – Fire, Safety and Sanitation Officer (FSSO); Correctional Officer Specialist – HVAC; Correctional Officer Specialist – K-9/Security Threat Intelligence Unit (STIU) Specialist; Correctional Officer Specialist – Locksmith; Correctional Officer Specialist – Maintenance; Correctional Officer Specialist – Mechanic; Correctional Officer Specialist – Plumber; Correctional Officer Specialist – Recreation; Correctional Officer Specialist – Special Programs; Correctional Officer Specialist – Wastewater; Correctional Officer Specialist – Warehouse/Canteen; Data Entry Keyers; Direct Care Level II; Financial Specialists; Information and Record Clerks; Library Technicians; Office and Administrative Support Workers; Office Clerks, General; Mental Health and Substance Abuse Social Worker; Probation Officers and Correctional Treatment Specialist; Secretaries, Except Legal, Medical, and Executive.
- ii. **Probation and Parole Division**: Financial Specialists; Office and Administrative Support Workers; Probation Parole Officer I and II.

d. **Department of Cultural Affairs (DCA)**

All eligible employees, including without limitation: Accountants and Auditors; Business Operations Specialist; Librarians; Library Technicians; Multi-Media Artists and Animators; Office and Administrative Support

Workers; Office Clerks, General; Public Relations Specialists; Receptionists and Information Clerks; Secretaries, Except Legal, Medical, and Executive; Shipping, Receiving, and Traffic Clerks (approx. 25 employees).

e. **Department of Early Childhood Education and Care**

Except for those employees represented by CWA at specific locations and specific federally funded programs, AFSCME represents the following: Accountants and Auditors, Community and Social Service Specialists, Food Servers, Government Programs Eligibility Interviewer, Financial Specialist, Instructional Coordinator, Instructional Coordinator, IT Application Developer III, Management Analysts, Nutritionist, Office and Administrative Support, General Office Clerk, Social and Community Service (approx. 102 employees).

f. **Department of Health (DOH)** (approx. 935 employees):

- i. **Fort Bayard Medical Center:** A “wall-to-wall” unit covering all classifications except those represented by another union or statutorily exempt positions, including without limitation: Accountants and Auditors; Advanced Journeyman Electrician; Cooks, Institution and Cafeteria; Direct Care Levels I and II; Eligibility Interviewers, Government Programs; Financial Specialists; Food Servers, Non-Restaurant; Human Resources Generalist II and III; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Laundry and Dry-Cleaning Workers; Maintenance & Repair Workers, General; Medical and Public Health Social Workers; Medical Appliance Technicians; Medical Records and Health Information Technicians; Medical Laboratory Technician; Management Analyst; Nursing Support Level I and II; Nutritionist I; Occupational Health and Safety Specialists; Occupational Therapist Assistant; Office and Administrative Support Workers; Office Clerks, General; Pharmacy Technician II and III; Physical Therapist I; Physical Therapy Aide; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Radiologic Technologists I; Recreational Therapist I; Recreational Therapy Aide; Registered Nurse; Secretaries, Except Legal, Medical, and Executive; Security Guard; Social Workers; Switchboard Operators, Including Answering Service; Tailors, Dressmakers, and Custom Sewers; Training and Development Specialist.
- ii. **Los Lunas Community Program:** A “wall-to-wall” unit covering all classifications except those represented by another union or statutorily exempt positions, including without limitation: Direct Care Levels I and II; Employment, Recruitment, and Placement Specialists; Executive Secretaries and Administrative Assistants; Financial Specialists;

Healthcare Surveyors; Human Resources Generalist II and III; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Landscaping and Groundskeeping Workers; LPN/LVN; Maintenance & Repair Workers, General; Medical Records and Health Information Technicians; Medical Secretaries; Nursing Support Level II; Occupational Health and Safety Specialists; Office and Administrative Support Workers; Office Clerks, General; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Registered Nurse; Secretaries, Except Legal, Medical, and Executive; Social and Community Service Coordinator; State Investigator; Training and Development Specialist.

- iii. NM Behavioral Health Institute: A “wall-to-wall” unit covering all classifications except those represented by another union or statutorily exempt positions, including without limitation: Advanced Practice Nurse II; Automotive Service Technician and Mechanics; Bakers; Barbers; Behavioral Health Therapist II; Budget Analyst; Business Operations Specialist; Clinical Psychologist Level I and II; Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation; Cooks, Institution and Cafeteria; Direct Care Levels I, II and III; Executive Secretaries and Administrative Assistants; Financial Specialists; Food Servers, Non-Restaurant; Heating, Air Conditioning, and Refrigeration Mechanics and Installers; Human Resources Generalist I and II; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Journeyman Plumber; Laundry and Dry-Cleaning Workers; Library Technicians; LPN/LVN; Maintenance & Repair Workers, General; Medical Appliance Technicians; Medical Records and Health Information Technicians; Medical Secretaries; Medical Laboratory Technician; Medical Laboratory Technologist; Mental Health and Substance Abuse Social Workers; Management Analyst; Occupational Health and Safety Specialists; Office and Administrative Support Workers; Office Clerks, General; Operational Journeyman Electrician; Painters, Construction and Maintenance; Pharmacist I-III; Pharmacy Technician I-III; Physical Therapy Aide; Physical Therapy Assistant; Physician Level II and III; Public Relations Coordinator; Psychiatric Nurse Practitioner II; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Recreational Therapist I and II; Recreational Therapy Aide; Registered Nurse; Rehabilitation Counselors; Secretaries, Except Legal, Medical, and Executive; Security Guard; Self-Enrichment Education Teachers; Shipping, Receiving, and Traffic Clerks; Social Workers; State Investigator; Steam Plant and Boiler Operators; Stock Clerks and Order Fillers; Substance Abuse and Behavioral Disorders Counselors; Switchboard Operators, Including Answering Service; Tailors, Dressmakers, and Custom Sewers; Training and Development Specialist; Unregistered Apprentice Plumber.

- iv. New Mexico State Veterans' Home: A "wall-to-wall" unit covering all classifications except those represented by another union or statutorily exempt positions, including without limitation: Advanced Practice Nurse II; Budget Analyst; Cooks, Institution and Cafeteria; Direct Care I; Executive Secretaries and Administrative Assistants; Financial Specialists; Food Servers, Non-Restaurant; Human Resources Generalist I; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Journeyman Plumber; Landscaping and Groundskeeping Workers; Legal Support Workers; Maintenance & Repair Workers, General; Medical and Public Health Social Workers; Medical Appliance Technicians; Medical Records and Health Information Technicians; Mental Health and Substance Abuse Social Workers; Nursing Support Level I and II; Office Clerks, General; Operational Journeyman Electrician; Painters, Construction and Maintenance; Pharmacy Technician II; Phlebotomist; Physical Therapy Aide; Physician Level II; Plant and System Operators; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Receptionists and HREA10; Registered Nurse Level III; Secretaries, Except Legal, Medical, and Executive; Social and Human Service Assistants; Stock Clerks and Order Fillers; Tailors, Dressmakers, and Custom Sewers.

g. **Department of Homeland Security and Emergency Management (DHS)**

Financial Analysts; Financial Specialists; Office Clerks, General; Plant and System Operators; Secretaries, Except Legal, Medical, and Executive; State Fire Inspector; State Fire Investigator (approx. 29 employees).

h. **Department of Transportation (DOT)**

Automotive Service Technician and Mechanics; Business Operations Specialist O, A and B (within Transportation Regulation Bureau only); Bus and Truck Mechanics and Diesel Engine Specialists; Carpenters; Cartographers and Photogrammetrists; Coating, Painting, and Spraying Machine Setters, Operators, and Tenders; Construction Laborers; Engineering Technician I; II, III and IV; Unregistered Apprentice Electrician; Operational Journeyman Electrician; Advanced Journeyman Electrician; Highway Maintenance Workers; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Landscaping and Groundskeeping Workers; Maintenance and Repair Workers, General; State Investigator (within Transportation Regulation Bureau and Transit and Rail Division only); Stock Clerks and Order Fillers; Traffic Technicians; Transportation Inspectors; Welders, Cutters, Solderers, and Brazers (approx. 1125 employees).

i. **Department of Workforce Solutions (DWS)**

Accountants and Auditors; Administrative Law Judges, Adjudicators, and Hearing Officers; Budget Analyst; Business Operations Specialist; Claims Adjusters, Examiners, and Investigators; Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation; Customer Service Representatives; DWS UI Quality Assurance Representative; Economists; Employment, Recruitment, and Placement Specialists; Executive Secretaries and Administrative Assistants; Financial Specialists; Financial Coordinator; Human Resources Generalist II and III; IT Application Developer I, II and III; IT Business Analyst I and II; IT Database Administrator II and III; IT End User Support I and II; IT Network Administrator I, II and III; IT Quality Assurance Analyst II and III; IT Systems Administrator I, II and III; Janitors and Cleaners, except Maids and Housekeeping Cleaners; Legal Secretaries; Management Analyst; Office and Administrative Support Workers; Office Clerks, General; Operations Research Analysts; Paralegal and Legal Assistant; Plant and Systems Operators; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Secretaries, Except Legal, Medical, and Executive; State Investigator; Training and Development Specialist (approx. 418 employees).

j. **Division of Vocational Rehabilitation (DVR)**

Accountants and Auditors; Administrative Law Judges, Adjudicators, and Hearing Officers; Business Operations Specialist; Community and Social Services Specialists; DVR Disability Adjudicators I, II and III; Financial Specialists; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Rehabilitation Counselors; Secretaries, Except Legal, Medical, and Executive (approx. 183 employees).

k. **EXPO New Mexico (State Fair Commission)**

All eligible emp employees, including without limitation: Financial Specialists; Landscaping and Groundskeeping Workers; Occupational Health and Safety Specialists; and Operational Journeyman Electrician (approx. 3 employees).

l. **Health Care Authority (HCA)**

[Note: this Agency was previously known as Health and Human Services.]  
Accountants and Auditors; Administrative Law Judges, Adjudicators, and Hearing Officers; Advanced Practice Nurse Level II; Attorney I, II, III and IV; Business Operations Specialist; Child Support Legal Assistant I and II; Data Analyst I, II and III; Direct Care Level III; Economists; Employment, Recruitment, and Placement Specialists; Executive Secretaries and Administrative Assistants; Family Assistance Analyst I and II; Financial Analyst; Financial Specialists; Financial Coordinator; Healthcare Practitioners and Technical Workers; Healthcare Surveyors; HSD Quality

Assurance Specialist; Human Resources Generalist II and III; Industrial Truck and Tractor Operators; IT Application Developer I, II and III; IT Business Analyst I and II; IT Database Administrator II and III; IT End User Support I, II and III; IT Network Administrator I; IT Quality Assurance Analyst I, II and III; IT Systems Administrator I, II and III; Legal Secretaries; Management Analyst; Office and Administrative Support Workers; Office Clerks, General; Operations Research Analysts; Paralegal and Legal Assistant; Pharmacist III; Physician Assistant Level I; Public Relations Coordinator; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Registered Nurse Level III; Social and Community Service Coordinator; State Investigator; Training and Development Specialist (approx. 1071 employees).

m. **Law Office of the Public Defender**

Non-supervisory Attorneys and Support Staff (approx. 341 employees).  
[Note: this Agency is unique among State Agencies in administering its own CBA without assistance of the State Personnel Office (SPO).]

n. **Office of the Superintendent of Insurance**

Accountants and Auditors; Actuaries; Business Operations Specialist; Compensation, Benefits, and Job Analysis Specialists; Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation; Economists; Executive Secretaries and Administrative Assistants; Financial Analysts; Financial Specialists; Insurance Claims and Policy Processing Clerks; IT Application Developer II and III; IT Database Administrator I; IT End User Support III; IT Network Administrator II; IT Systems Administrator II; Legal Support Workers; Office and Administrative Support Workers; Office Clerks, General; Secretaries, Except Legal, Medical, and Executive; Special Agent; State Investigator (approx. 36 employees).

o. **Public Regulation Commission (PRC)**

Accountants and Auditors; Business Operations Specialist; Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation; Engineer Professional I; Engineering Technician IV and V; Financial Specialists; Information and Record Clerks; Legal Support Workers; Office and Administrative Support Workers; Office Clerks, General; Secretaries, Except Legal, Medical, and Executive; State Investigator (approx. 24 employees).

p. **Regulation and Licensing Department (RLD)**

Accountants and Auditors; Business Operations Specialist; Compliance Officer; Engineer Professional I; Engineer Tech IV and V; Financial Specialist; Information/Records Clerk; Legal Supp Workers; Office &



Admin Support; Office Clerks, General; Secretaries, Except Legal, Medical, and Executive (approx. 116 employees).

q. **Taxation and Revenue Department (TRD)**

Accountants and Auditors; Bookkeeping, Accounting, and Auditing Clerks; Computer Operators; Customer Service Representatives; Data Entry Keyers; Financial Analysts; Financial Specialists; Information and Records Clerks; MVD Agent; MVD Agent Senior; Office and Administrative Support Workers; Office Clerks, General; Paralegal and Legal Assistants; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Secretaries, Except Legal, Medical, and Executive; Tax Auditor I- IV; Title Examiners, Abstractors, and Searches; Tax Examiners, Collectors, and Revenue Agents (approx. 491 employees).

2. **COMMUNICATIONS WORKERS OF AMERICA (CWA)** (approx. 2475 employees):

a. **Commission for the Blind**

Accountants and Auditors, Assistive Technology Specialists, Blindness Skills Instructors, Business Operations Specialists, Financial Specialists, Maintenance & Repair Workers, Office and Administrative Support Workers, Personal and Home Care Aides, Rehabilitation Counselors, and Secretaries except Legal, Medical, and Executive (approx. 45 employees).

b. **Department of Cultural Affairs (DCA)**

Accountants and Auditors; Advanced Journeyman Electrician; Anthropologists and Archaeologists; Architect II; Archivists; Business Operations Specialists; Curators; Customer Service Representatives; Customer Service Rep-A; Editors; Executive Secretaries and Administrative Assistants; Farmworkers, Farm and Ranch Animals; Financial Specialists; Financial Coordinator; Graphic Designers; Historic Preservation Specialist (HPS) Archaeological Review; Historic Preservation Specialist (HPS) Data Management; Historian; Instructional Coordinators; Interpretive Ranger; IT Application Developer I; IT Database Administration II; IT End User Support II and III; IT Security and Compliance Administrator III; IT Systems Administration I; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Landscaping and Groundskeeping Workers; Librarians, I4021; Maintenance & Repair Workers, General; Metal Workers and Plastic Workers; Management Analyst; Multi-Media Artists and Animators; Museum Technicians and Conservators, I4013; Office and Administrative Support Workers; Plant and System Operators; Public Relations Specialists; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Security Guard; Security

Guard-A; Set and Exhibit Designers; Set & Exhibit Designer-O; and Woodworkers (approx. 288 employees).

c. **Environment Department**

Administrative Services Coordinator, Budget Analyst, Business Operations Specialist, Engineer, Professionals I and II, Engineer Intern, Environmental Scientists and Specialists, Executive Secretaries and Administrative Assistants, Financial Specialists, Geoscientists, Except Hydrologists and Geographers, Hydrologists, Information and Record Clerks, IT Application Developers II and III, Business Analyst I, IT End User Support II and III, IT Geographic Information Systems Specialists I and II, IT Network Administrator II, IT Systems Administrator II, Legal Support Workers, Life, Physical, and Social Science Technicians, Management Analyst, Office and Administrative Support Workers, Office Clerks, Purchasing Agents, Secretaries, Except Legal, Medical, and Executive (approx. 398 employees).

d. **Department of Early Childhood Education and Care**

Educational Administrators, within School Based Pre-K division only, Medical Secretaries, within Federally Funded program only; Management Analysts, within Federally Funded program only, Office Clerks, within Federally Funded program only, Registered Nurses, within Federally Funded program only, Secretaries, Except Legal, Medical, and Executive, within Federally Funded programs only, Social & Community Service Coordinators within Federal programs only (approx. 21 employees).

e. **Department of Health (DOH)** (approx. 875 employees):

- i. **NM Rehabilitation Center (NMRC)**: Accountants and Auditors; Advanced Practice Nurse; Behavioral Health Therapist; Budget Analyst; Chemists; Clinical Psychologist I; Cooks, Institution and Cafeteria; Dental Assistant; Dental Hygienist; Direct Care I, II, and III; Eligibility Interviewers, Government Programs; Engineering Technician IV; Environmental Scientists and Specialists, Including Health; Epidemiologists; Financial Specialists; Health Educators; Health Care Surveyors; Information and Record Clerks; IT Application Developer I, II and III; IT Database Administrator II and III; IT End User Support II and III; IT Network Administrator II; IT Project Manager II; IT Systems Administrator I, II, and III; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Life, Physical, and Social Science Technicians; LPN/LVN; Maintenance & Repair Workers, General; Medical and Public Health Social Workers; Medical Records and Health Information Technicians; Medical Scientists, Except Epidemiologists; Medical Secretaries; Mental Health and Substance Abuse Social Workers; Management Analyst; Microbiologists; Nursing Support Level

II; Nutritionist; Occupational Health and Safety Specialists; Occupational Therapist Assistant; Office and Administrative Support Workers; Office Clerks, General; Paralegal and Legal Assistants; Pharmacy Technician I and II; Phlebotomist; Physical Therapy Aide; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Receptionists and Information Clerks; Recreational Therapy Aide; Recreational Therapist I and II; Registered Dietician; Registered Nurse; Secretaries, Except Legal, Medical, and Executive; Security Guard I; Social and Human Service Assistants; Social Workers; Social and Community Service Coordinator; Statistician; Steam Plant and Boiler Operators; Stock Clerks and Order Fillers; Substance Abuse and Behavioral Disorders Counselors; Training and Development Specialist, Veterinarian; and WIC Eligibility Interviewer; WIC Office Clerk.

- ii. Sequoyah: Except for those DOH workers represented by AFSCME at the NM Behavioral Health Institute, Los Lunas Community Program, Fort Bayard Medical Center and the New Mexico State Veterans' Home, CWA represents Accountants and Auditors, Arbitrators, Mediators, and Conciliators, Bookkeeping, Accounting, and Auditing Clerks, Budget Analyst, Chemists, Construction and Building Inspectors, Community and Social Service Specialists, Cooks, Electronics Specialists, Electricians, Eligibility Interviewers, Environmental Scientists and Specialists, Epidemiologists, Financial Specialists, Health Educators, Health Care Surveyors, Information and Record Clerks, Interpreters and Translators, IT Application Developers I, II and III, IT Business Analyst I, Database Administrators II and III; IT End User Support workers II and III, IT Network Administrator II, IT Project Manager II, IT Systems Administrator I, IT Systems Administrators II and III, Janitors and Cleaners, Landscaping and Groundskeeping Workers, Licensed Practical and Licensed Vocational Nurses, Life, Physical, and Social Science Technicians, Maintenance & Repair Workers, Medical and Public Health Social Workers, Medical Records and Health Information Technicians, Medical Scientists Except Epidemiologists, Medical Secretaries, Mental Health Counselor, Mental Health and Substance Abuse Social Workers, Management Analysts, Microbiologists, Occupational Health and Safety Specialists, Office and Administrative Support Workers, Office Clerks, Paralegal and Legal Assistants, Purchasing Agents, Receptionists and Information Clerks, Secretaries, Except Legal, Medical, and Executive, Social and Human Service Assistants, Social Worker, Social and Community Service Coordinator, Statistician, Steam Plant and Boiler Operators, Stock Clerks and Order Fillers, Substance Abuse and Behavioral Disorders, Training and Development Specialists.

- f. **Department of Information Technology (DoIT)**  
Computer Operators, Dispatcher II, IT Application Developers I, II and III, IT Business Analysts I and II, IT Database Administrators I, II and III, IT End User Support II and III, IT Network Administrators I, II and III, IT Project Managers I, and II, IT Security and Compliance Administrators I and II, IT Systems Administrators II and III, Office and Administrative Support Workers, Purchasing Agents and Security Guards (approx. 69 employees).
- g. **General Services Department (GSD)**  
Aircraft Mechanics and Service Technicians, Aircraft Pilot, Architect II, Automotive Service Technicians and Mechanics, Bindery Workers, Budget Analysts, Business Operations Specialist, Bus and Truck Mechanics and Diesel Engine Specialists, Compliance Officers, Agriculture, Construction, Health and Safety and Transportation, Customer Service Representatives, Desktop Publishers, Electricians, Executive Secretaries and Administrative Assistants, Financial Specialists, Information Technology Procurement Specialists, Information and Record Clerks, IT Application Developers II and III, IT Systems Administrator II, Janitors and Cleaners, Landscaping and Groundskeeping Workers, Maintenance and Repair Workers, Management Analyst, Office Clerks, Operations Research Analysts, Painters, Construction and Maintenance, Printing Machine Operators, Public Relations Specialists, Secretaries, Security Guards, Procurement Specialists I and II, Stock Clerks and Order Fillers (approx. 136 employees).
- h. **Miners Colfax Medical Center**  
Administrative Services Coordinator; Bill and Account Collectors, Institution and Cafeteria, Direct Care workers I, II and III, Financial Specialists, Food Servers, Insurance Claims and Policy Processing Clerks IT End User Support III, Janitors and Cleaners, Laundry and Dry Cleaning Workers, LPN/LVN, Maintenance and Repair Workers, Medical Claims Coder, Medical Laboratory Technicians, Medical Laboratory Technologist, Medical Records and Health Information Technicians, Medical Secretaries, Nursing Support Levels I and II Office and Administrative Support Workers, Office Clerks, Apprentice Plumber, Journeyman Plumber, Public Relations Coordinators, Purchasing Agents, Radiologic Techs I and II Recreational Therapy Aides, Recreational Therapists I and II, Registered Nurse Levels I, II and III, Respiratory Therapists I and II, Secretaries, Except Legal, Medical, and Executive, Security Guards, Stock Clerks and Order Fillers and Switchboard Operators (approx. 134 employees).
- i. **Office of African American Affairs**  
Budget Analysts, Executive Secretaries and Administrative Assistants, Social and Community Service Coordinator (approx. 2 employees).

j. **Public Education Department (PED)**

Administrative Services Coordinator, Budget Analysts, Business Operations Specialists, Engineers I and II, Engineer Intern, Environmental Scientists and Specialists, Executive Secretaries and Administrative Assistants, Financial Specialists, Geoscientists, Hydrologists, Information and Record Clerks, IT Application Developers II and III, IT Business Analyst I, IT End User Support workers II and III, IT Geographic Information Systems Specialists I and II, IT Network Administrator II, IT Systems Administrator II, Legal Support Workers, Life, Physical, and Social Science Technicians, Management Analyst, Office and Administrative Support Workers, Office Clerks, Purchasing Agents, Secretaries, Except Legal, Medical, and Executive (approx. 178 employees).

k. **State Treasurer's Office**

Accountants and Auditors, Business Operations Specialist, Executive Secretaries and Administrative Assistants, Financial Analysts, Financial Coordinator, Human Resources Generalist III, IT End User Support III, IT Systems Administrator III, Management Analyst, Securities, Commodities and Financial Services Sales Agents (approx. 8 employees).

l. **Workers Compensation Administration (WCA)**

Accountants and Auditors; Arbitrators, Mediators, and Conciliators; Business Operations Specialist; Compliance Officers Except Agriculture, Construction, Health, Safety, and Transportation; Court, Municipal, and License Clerks; Data analyst I; Economists; Financial Specialist; IT Application Developer II and III; IT Database Administrator I; IT End User Support III; IT Network Administrator II; IT Systems Administrator II; Legal Secretaries; Medical Secretaries; Occupational Health and Safety Specialists; Office and Administrative Support Workers; Office Clerks, General; Operations Research Analysts; Secretaries, Except Legal, Medical, and Executive; State Investigator; and Statisticians (approx. 54 employees).

3. **NEW MEXICO SCHOOL FOR THE DEAF**

a. **NM School for the Deaf Faculty and Staff Association**

Art Therapist, ASL Trainer/Events Coordinator, Counselor, Curriculum Specialist, Development Specialist/Developmental Specialist 2, Educational Assistant, Educational Assistant (Pre-Level), Family Support Specialist/Family and Student Support Specialist, Nurse, Occupational Therapist, Psychologist, Social Worker, Speech Language Pathologist, Teacher, Teacher/Curriculum Specialist, Teacher/Student Outcomes

Specialist, Teacher/Technology Teacher Specialist; Administrative Assistant 1 and 2, Custodian 1 and 2, Facilities Maintenance/Building Maintenance 1 and 2, Grounds Maintenance 1, Information Tech Support Specialist, Nutrition Srvc Cook 1/Nutrition Services Cook, Nutrition Srvc Program Assistant, Resid Night Attendant/Residential Night Attendant 1, Residential Lead Night Attendant; Security Officer 1, Student Life Educator, Transportation Bus Driver, Transportation Staff (approx. 123 employees).

#### ***OTHER BARGAINING UNITS SUBJECT TO THE PELRB:***

1. **Alamogordo, City of**
  - a. American Federation of State, County & Municipal Employees (AFSCME), Local 3818 (Blue collar workers, approx. 162 employees).
  - b. Alamogordo Public Safety Officers Association (Public Safety Officers, e.g., Police, Fire and Emergency Medical Services) (approx. 27 Fire, and 40 Police employees).
2. **Alamogordo Public Schools**
  - a. National Education Association (NEA) (All certified and classified positions except contract athletic personnel, temporary personnel, substitutes, and all administrative, management, and supervisory personnel) (approx. 765 employees).
3. **Albuquerque-Bernalillo County Water Utility Authority**
  - a. AFSCME, Local 3022 (Full-time and part-time non-probationary classified M-series employees) (approx. 295 employees).
  - b. AFSCME, Local 2962 (all permanent, non-probationary, full-time and part-time Clerical and Technical employees) (approx. 37 employees).
  - c. AFSCME, Local 624 (Full-time and part-time non-probationary blue-collar workers) (approx. 138 employees).
4. **Aztec School District**
  - a. Aztec Education Association - NEA (Certified personnel and Support Staff) (approx. 250 employees).
5. **Belen Consolidated School District**
  - a. Belen Education Association - NEA (Certified personnel, including Bus Drivers) (approx. 283 employees).
  - b. Belen Federation of School Employees - affiliated with American Federation of Teachers (Classified Personnel) (approx. 240 employees).

6. **Bernalillo County**

- a. AFSCME, Local 2499 (Metro Detention Center Officers) (approx. 375 employees).
- b. Bernalillo County Deputy Sheriffs Association (Certified Law Enforcement Officers) (approx. 311 employees).
- c. IAFF, Local 244 (Fire and Emergency Medical Services) (approx. 297 employees).
- d. AFSCME, Local 1461 (Blue Collar employees including Animal Care Services Officer I and II; Building Maintenance Technician I and II; Community Service Projects Leadperson; Cook; Custodian; Custodian-Lead; Custodian-Maintenance; Electrician; Electronic Technician; Clean Team Community Maintenance Worker.; Heating and Air Conditioning Controls Specialist; Heating and Air Conditioning Specialist; Heavy Equipment Operator I and II; Clean Team Community Operator.; HVAC Technician Lead; Inventory/Warehouse Specialist; Low Voltage Technician; MDC Facility Technician; MDC Security Electronic Technician I and II; Mechanic-General; Mechanic-Master; Park Maintenance Worker I, II, and III; Parks & Recreation Maintenance Mechanic; Plumber; Service Writer; Signal Technician; Storm Drainage Maintainer; Traffic Technician; Transfer Station Attendant; Transfer Station Operator; and Vector Control Health Technician I and II) (approx. 253 employees).
- e. AFSCME, Local 2260 (Clerical & Technical or “White Collar” employees including Administrative Assistant, Animal Care Services Communications Operator, Appraisal Technician, Assessor Technician I, Assessor Technician II, Assessor Technician Lead, Bureau Of Elections Technician, Clerical Specialist – Senior, Corrections Technician – MDC, Criminal Investigations Support Technician, Emergency Communications Operator, Emergency Communications Operator I, Emergency Communications Operator II, Housing Inspector I, Housing Inspector II, Housing Inspector III, Housing Program Assistant I, Housing Program Assistant II, Housing Program Assistant III, Metropolitan Detention Center Mail Processor, Micrographics Technician, , Probate Court Clerk Technician II, Records Management & Data Entry Technician, Records Management Specialist, Records Technician I, Records Technician II, Security Aide, Sheriff Administrative Support Technician, Social Services Coordinator, Solid Waste Account Specialist, and Tax Researcher) (approx. 155 employees).
- f. AFSCME, Local 1536 (Youth Detention Center Employees) (approx. 65 employees).
- g. Bernalillo County Courts Deputies Association, AFSCME Local 1653 (Court Security Officers) (approx. 14 employees).
- h. AFSCME, Local 3908 (Building Maintenance Supervisors, HV AC Supervisors, Remodeling Supervisors, Shop Supervisors, Parks and Recreations Area Supervisors, Assistant Parks and Recreations Area Supervisors, Public Works Maintenance Supervisors, Transfer Station Supervisors, Parks Technical Foremen, Traffic Control Sign Foremen, Low

Voltage Foreman, Electrical Foremen, and Plumbing Foremen) (approx. 29 employees).

7. **Bernalillo Schools**

- a. National Education Association (NEA) (Certified personnel) (approx. 525 employees).

8. **Carlsbad, City of**

- a. Carlsbad Fire Fighters, IAFF, Local 1687 (Firefighters and EMS personnel) (approx. 42 employees).
- b. International Union of Police Association (IUPA), AFL-CIO, Local 505 (Non-sworn Support Personnel including Animal Control Supervisor, Records Supervisor, and Telecommunications Supervisors; and Sworn Officers including Sergeants and below) (approx. 113 employees budgeted).

9. **Carlsbad Municipal Schools**

- a. Carlsbad Federation of United School Employees (CFUSE) Local #4859 – AFT (Classified personnel) (approx. 281 employees).
- b. NEA - Carlsbad (Certified personnel and Secretaries) (approx. 493 employees).
- c. United Steelworkers of America (USWA), Local 188a, AFL – CIO/CLC (Custodial and Maintenance employees) (approx. 78 employees).

10. **Central Consolidated School District**

- a. National Education Association (NEA) (Certified personnel) (approx. 840 employees).

11. **Central New Mexico Community College (CNM)**

- a. CNM Employees Union (Unaffiliated) (Full- and Part-time Faculty, and Instructional Support Personnel) (approx. 310 Full-time Faculty, 899 Part-time Faculty, and 116 Instructional Support Personnel).
- b. Communications Workers of America (CWA) (Maintenance and Operations personnel, including Alarm Technicians, Custodians, Lead Custodians, Utility Custodians, Groundskeeper I, Locksmith, Maintenance I, II and III, Maintenance Electrician, Master Plumber) (approx. 94 employees).
- c. New Mexico Coalition of Public Safety Officers (NMCPSO) (Security Personnel) (approx. 28 employees).

12. **Chama Valley Independent School District**

- a. American Federation of Teachers (AFT) (Certified and Clerical personnel) (approx. 49 employees).



**13. Cibola County**

- a. Cibola County Public Safety Association affiliated with New Mexico Coalition of Public Safety Officers (Certified Law Enforcement Officers) (approx. 1 employee).

**14. Clayton Municipal Schools**

- a. National Education Association (NEA) (Certified personnel) (approx. 42 employees).

**15. Clovis, City of**

- a. Clovis Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 11. (Certified Law Enforcement Officers with the rank of Sergeant or below) (approx. 27 employees).

**16. Colfax County**

- a. New Mexico Coalition of Public Safety Officers (Certified Law Enforcement Officers) (approx. 10 employees).

**17. Cuba Independent School District**

- a. Cuba Employees Union - American Federation of Teachers (Certified personnel and support staff) (approx. 171 employees).

**18. Doña Ana County**

- a. Doña Ana County Fire Fighters Association, IAFF 5037 IAFF, Local 5037 (Fire & Rescue personnel, including Firefighter EMT, Firefighter EMT Driver Operator, Lieutenant EMT, and Captain including Fire Prevention) (approx. 97 employees).
- b. Doña Ana County Deputy Sheriffs Association, Communication Workers of America (CWA), Local 7911 (Certified Law Enforcement Officers) (approx. 107 employees).
- c. AFSCME, Local 1529 (Detention Center Officers) (approx. 102 employees).
- d. AFSCME, Local 1529 (Blue Collar Workers) (approx. 100 employees).
- e. AFSCME, Local 1879 (Court Security Specialists) (approx. 11 employees).

**19. Dulce Independent School District**

- a. American Federation of Teachers (AFT), Dulce Federation (Certified personnel) (approx. 55 employees).

**20. Española, City of**

- a. IAFF Local 4339 (Firefighter I and II, Lieutenants, and Captains; specifically excludes management positions ranked higher than Captain and non-firefighter administration positions) (14 budgeted positions).

- b. AFSCME Local 923 (All regular, full-time, non-probationary sworn Police Officers, through the rank of Sergeant) (28 budgeted positions).
- c. AFSCME Local 1188 (Blue Collar/Clerical personnel) (approx. 90 budgeted positions).

21. **Española Public Schools**

- a. National Education Association (NEA) (Certified personnel) (approx. 485 employees).

22. **Estancia Valley Solid Waste Authority**

- a. Teamsters Local 492 (Landfill Laborer; Station Attendant; Heavy Equipment Operator; Heavy Equipment Operator with CDL; Roll-off Driver; and Route Coordinator) (approx. 9 employees).

23. **Farmington, City of**

- a. Farmington Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 4 (Police) (approx. 80 employees).
- b. IBEW, Local 611 (Electric Utility Workers) (approx. 96 employees).
- c. IAFF, Local 2850 (Fire and Emergency Medical Services) (approx. 88 employees).

24. **Gadsden Independent School District**

- a. Gadsden Federation of Teachers - American Federation of Teachers (AFT), Local 4212 (Certified Personnel and support staff) (approx. 1915 employees).

25. **Gallup, City of**

- a. United Mine Workers Local 1628 (Blue & White Collar) (approx. 142 employees).
- b. Gallup Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 7 (Certified Law Enforcement Officers) (approx. 44 employees).
- c. IAFF, Local 4296 (Firefighters and EMS personnel) (approx. 42 employees).

26. **Gallup-McKinley School District**

- a. McKinley County Federation of United School Employees (MCFUSE) - American Federation of Teachers (Certified Personnel and support staff) (approx. 1204 employees).

**27. Grant County**

- a. AFSCME, Local 2516 (all full-time, regular employees) (approx. 83 employees).<sup>1</sup>

**28. Grant County Regional Dispatch Authority**

- a. AFSCME, Local 2240 (Certified Communications Dispatchers) (approx. 4 employees).<sup>2</sup>

**29. Grants/Cibola County Schools**

- a. Cibola County Federation of United School Employees American Federation of Teachers, Local 2513 (Certified and Classified personnel) (approx. 468 employees).

**30. Hatch, Village of**

- a. Hatch Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 8. (Certified Law Enforcement Officers, including Officers, Detective and School Resource Officer) (approx. 7 employees).

**31. Hobbs, City of**

- a. Hobbs Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 9 (Police Sergeants only) (11 budgeted positions, with 8 filled and 3 vacant).
- b. International Union of Police Association, AFL-CIO, Local 701 (Police Officers below the rank of Sergeant; Police Detectives; Crime Scene Technicians, Detention Officers, Detention Supervisors) (74 budgeted positions, with 55 filled and 19 vacant).
- c. Hobbs Fire Fighters Association, IAFF Local 4384 (Firefighters, Paramedics, Driver/Engineers, Fire Prevention Specialists and EMT Specialists) (58 budgeted positions, with 49 filled and 9 vacant).

**32. Jemez Mountain Public Schools**

- a. Jemez Mountain Federation of United School Employees (JMFUSE) - American Federation of Teachers (AFT), Local 3909 (Teacher, Instructional Assistant, Bus Driver, Secretary, and Custodian) (approx. 98 employees.)

**33. Jemez Valley Public Schools**

- a. Jemez Valley Education Association - NEA (Certified personnel) (approx. 40 employees).

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<sup>1</sup> There are an additional 17 employees that will become part of the bargaining unit upon completion of their probationary period.

<sup>2</sup> There are an additional two (2) employees that will become part of the bargaining unit upon completion of their probationary period in November 2025.

**34. John Paul Taylor Academy**

- a. National Education Association (NEA) (Certified personnel) (approx. 18 employees).

**35. Lake Arthur Schools**

- a. National Education Association (NEA) (Certified personnel) (approx. 12 employees).

**36. Las Cruces, City of**

- a. Las Cruces Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 8 (Certified Law Enforcement Officers including Detectives, Traffic Investigators, Senior Officers, Officers, Transport Officers, Evidence Technicians, NCIC Coordinator, Code Enforcement Officers, and Animal Control Officers) (approx. 197 employees).
- b. Las Cruces Professional Fire Fighters – IAFF, Local 2362 (Firefighters, Community Health EMTs, Inspectors/Investigators, Drivers/Operators, Mobile Integrated Health Coordinator, and Lieutenants) (approx. 170 employees).

**37. Las Cruces Public School District**

- a. NEA - Las Cruces (all Certified teaching personnel) (approx. 1849 employees).
- b. Classified Schools Employee Council - Las Cruces (LC-CSEC), Local 4994 (Affiliated with NEA and AFT) (Classified Personnel including: Accounting (Acct) Tech, Administrative Assistants (except the Executive Administrative Assistant to the Superintendent, the Executive Administrative Assistant to the Chief of Operations and the Executive Administrative Assistant to the Chief Human Resources Officer), Associate Librarians, Benefits Specialist, Campus Media Production Support Specialist, Campus Security, CRSSAA Funded Benefits Specialist, Computer Technicians, Custodians, Data Entry Specialist, Educational Assistants, District Instructional Technology Support Technician Level 2, English Learner, Bilingual Programs, and Parent Outreach Data Analyst, Family and Community Support Specialist, Health Assistants, Federal Programs & Community School Integrated Support Specialist, Human Resources Specialists, Junior Systems Administrator, LCPS TV Operations Manager, Library Assistants, Materials Management Employees, Nutrition Services Employees, Nutrition Services Specialist, Nutrition Services Specialist – Commodity, Nutrition Services Specialist – Produce, Nutrition Services Purchasing Specialist, Nutrition Services Warehouse Employees, Operations Specialists, Payroll Specialist, Physical Plant Department Employees, Public Safety Security

Specialist, Risk Management & Legal Support Services Specialist, Secretarial/Clerical Employees (except those secretaries designated as confidential employees), Stadium Supervisor, Student, Parent and Family Facilitator, Translators/Interpreters) (approx. 1230 employees).

**38. Las Vegas, City of**

- a. Las Vegas Firefighters Association – IAFF, Local 4625 (Firefighter, Engineers and Lieutenants) (approx. \_\_\_\_ employees).
- b. AFSCME, Local 2851 (Blue Collar & White Collar) (approx. \_\_\_\_ employees).

**39. Lincoln County**

- a. Lincoln County Deputy Sheriffs Association - New Mexico Coalition of Public Safety Officers (Certified Law Enforcement Officers) (approx. 19 employees).

**40. Lordsburg Municipal Schools**

- a. Teachers Association of Lordsburg – NEA-NM (Certified personnel) (approx. 36 employees).

**41. Los Alamos County**

- a. Los Alamos Firefighters Association, IAFF, Local 3279 (regular non-probationary firefighters including Firefighter/Firefighter II, Driver Engineer, and Fire Captain) (approx. 145 employees).
- b. Los Alamos Police Association, International Union of Police Associations, Local 14 (regular non-probationary Police Officers, including Officers, Corporals and Sergeants) (approx. 31 employees).
- c. IBEW Local 611 - Department of Public Utilities DPU (regular non-probationary DPU employees including Journeyman Lineman and GWS Water Systems Electrical Technician) (approx. 9 employees).
- d. IBEW Local 611 - Public Works Departments (regular non-probationary PWD employees including Electrical Apprentices, Electrical Journeymen, Electrical Foremen, and Traffic Electrician 1, 2 or 3) (approx. 5 employees).
- e. United Association of Plumbers and Pipefitters Local Union 412 (regular non-probationary Senior GWS Pipefitter, GWS Pipefitter, GWS Apprentice I and II, Senior WWTP Operator, WWTP Operator, WWTP Apprentice 1 and 2, GWS/WWTP Water Systems Trainee, Senior Water Systems Operator, Water Systems Operator, Water Systems Apprentice I and II) (approx. 33 employees).

**42. Los Alamos Public Schools**

- a. Los Alamos Federation of School Employees (LAFSE), Local 3902 - American Federation of Teachers (Classified personnel) (approx. 246 employees).

- b. Los Alamos Federation of School Employees (LAFSE), Local 3902 (Certified personnel) (approx. 344 employees).

**43. Los Lunas, Village of**

- a. Los Lunas Firefighters Association, IAFF 4297 (Firefighters and Engineers) (approx. 25 employees).

**44. Los Lunas Schools**

- a. National Education Association (NEA) (Certified personnel) (approx. \_\_\_\_ employees).
- b. National Education Association (NEA) (Classified personnel) (approx. \_\_\_\_ employees).

**45. Luna County**

- a. AFSCME, Local 1764 - Luna County Sheriff Deputies (Non-probationary patrol squad employees - deputies, corporals and sergeants; all non-probationary detective's division employees - detectives and sergeants; all certified and non-certified non-probationary employees in the Court Security division (CSO) - corporal and sergeant; Patrol Lieutenants and Criminal Investigator Lieutenants working in the Luna County Sheriff's Department, excluding Probationary, confidential, supervisory, management employees and support specialists) (approx. 14 employees).
- b. AFSCME, Local 2061 - Luna County Detention Center (Detention Officers, Corporals, Sergeants, Shift Lieutenants and Court Security Officers, Billing Specialist, and Records/Court Liaison personnel working at the Luna County Detention Center, except for confidential, supervisory, or management employees and support specialists) (approx. 22 employees).

**46. McKinley County**

- a. McKinley County Sheriffs Deputy Association/FOP McKinley Co. Lodge 7 (Deputies and Sergeants) (approx. 28 employees).

**47. Mesa Vista Consolidated Schools**

- a. Mesa Vista Federation of Teachers – AFT, Local 4346 (Certified Personnel and support staff) (approx. 39 employees).

**48. Mesilla Valley Regional Dispatch Authority**

- a. AFSCME, Local 2094 (GIS/CAD Administrator, NCIC Coordinator, NCIC Assistant, Network Systems Administrator, Quality Assurance Specialist, Call Takers, Telecommunicators/Telecommunicator Trainees, and Part-Time Telecommunicators) (approximately 48 employees).

49. **Middle Rio Grande Conservancy District (MRGCD)**

- a. AFSCME Local 636 (Light Equipment Operator, Medium Equipment Operator, Heavy Equipment Operator, Laborer, Fuel Truck Operator, Transport Operator, Welder, Mechanic, Mechanic's Helper, Parts Runner, Warehouse Specialist and Lead Worker) (approx. 112 employees).
- b. AFSCME Local 636 (All Irrigation Systems Operators) (approx. 31 employees).

50. **Mora Independent School District**

- a. Mora Federation of School Employees – AFT, Local 4486 (Certified Personnel and support staff) (approx. 109 employees).

51. **NM Highlands University**

- a. New Mexico Highlands Univ. Faculty and Staff Association - Faculty (approx. 141 employees)
- b. New Mexico Highlands Univ. Faculty and Staff Association - Clerical & Facilities personnel (approx. 81 employees).
- c. New Mexico Highlands Univ. Faculty and Staff Association - Professional Staff (approx. 26 employees).

52. **NM State University (NMSU)**

- a. AFSCME Local 2393 (Blue Collar workers) (approx. 779 employees).
- b. United Electrical, Radio and Machine Workers of America (UE), Local 1498 (Graduate Teaching Assistants; Graduate Research Assistants; Graduate Assistants; Graduate Assistant Research Fellows; and Research Assistants PSL) (approx. 378 employees as of this Report).<sup>3</sup>
- c. NMSU-NEA (Full-Time College-Track Faculty at all four campuses - Grants, DACC, Alamogordo, Main; Full-Time Tenured at all four campuses - Grants, DACC, Alamogordo, Main; Full-Time Tenure-Track at all four campuses - Grants, DACC, Alamogordo, Main; Department Heads, at all four campuses - Grants, DACC, Alamogordo, Main - with less than sixty percent (60%) administrative responsibilities as specified in the annual allocation of effort) (approx. 804 employees).

53. **North Central Regional Transit District**

- a. Int'l Brotherhood of Teamsters, Local 492 (Transit Drivers I-III and Customer Service Representatives I-III - approx. 21 employees).

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<sup>3</sup> The number of employees in the UE Graduate Worker bargaining unit varies quite substantially, from 366 after the end of the Spring Semester or Quarter, to at or near 1000 at the academic year's peak. A similar pattern exists with the UE Graduate Worker bargaining unit at UNM. [See infra](#).

**54. Northern NM College**

- a. American Federation of Teachers (AFT), Local 4935 (Faculty & Staff) (approx. 163 employees under three (3) separate CBAs, for Adjunct Faculty, Full-time Faculty, and nonexempt Staff).

**55. Otero County**

- a. Otero County Deputy Sheriffs Association - New Mexico Coalition of Public Safety Officers (Public safety officers including Deputies, Community Service Officers, and Telecommunication Specialists) (approx. 71 employees).

**56. Pecos Independent School District**

- a. Pecos Federation of School Employees - American Federation of Teachers (All eligible Certified and Classified personnel except Bus Drivers) (approx. 89 budgeted employees).

**57. Peñasco Independent School District**

- a. Peñasco Federation of Teachers – American Federation of Teachers (Certified Personnel) (approx. 24 employees).
- b. Peñasco Federation of Teachers – American Federation of Teachers (Classified Personnel (approx. 10 employees).

**58. Questa Independent School District**

- a. National Education Association (NEA) (Classified personnel) (approx. \_\_\_\_ employees).

**59. Raton, City of**

- a. Raton Fire Fighters – IAFF, Local 2378 (Firefighter/EMTs) (approx. \_\_\_\_ employees).
- b. AFSCME, Local 1529 (Blue Collar) (approx. \_\_\_\_ employees).

**60. Raton Public Schools**

- a. National Education Association (NEA) (Classified personnel) (approx. \_\_\_\_ employees).

**61. Rio Arriba County**

- a. AFSCME, Local 1792 (Detention Officers) (approx. \_\_\_\_ employees).

**62. Rio Rancho, City of**

- a. Rio Rancho Police and Communications Association (Police Officers, Dispatchers and some non-sworn Police Department positions) (approx. 174 employees).
- b. Rio Rancho Firefighters Association - IAFF, Local 4877 (Firefighter/EMTs) (approx. 129 employees).



- c. AFSCME, Local 3277 (Blue Collar & White Collar) (approx. 240 employees).

**63. Rio Rancho Public Schools**

- a. Rio Rancho School Employees Union – AFT (Support Staff) (approx. 2,100 employees).

**64. Roswell, City of**

- a. Roswell Police Officers' Association/FOP NM Labor Council, FOP Lodge 55 (Certified law enforcement officers through the rank of Sergeant, Certified Emergency Communications Dispatchers, Police Clerical Assistants) (approx. 90 employees).
- b. Utility Workers of America, Local 51 (Blue Collar workers) (approx. 226 employees).
- c. Roswell Professional Fire Fighters – IAFF, Local 1249 (Firefighter/EMTs) (approx. 81 employees).

**65. Roswell Independent Schools**

- a. Communication Workers of America (CWA), Local 7070 (Maintenance and Operations, and Security) (112 employees).

**66. San Juan College**

- a. San Juan College Education Association – NEA-NM (Full-time teaching faculty members with nine-month or longer contracts) (approx. \_\_\_\_ employees).

**67. Sandoval County**

- a. Sandoval County Deputy Sheriffs Association - New Mexico Coalition of Public Safety Officers. (Certified law enforcement officers through the rank of Lieutenant) (approx. 38 employees).
- b. Sandoval County Firefighters Association – IAFF, Local 4563 (Firefighter/EMTs/Paramedics and Lieutenants excluding Lieutenant – Public Safety Health Outreach) (approx. 25 employees).
- c. AFSCME Council 18 (Detention Officers, Detention Fire Safety Sanitation Officers, Detention Sergeants-Booking, Corporals, Sergeants, Front Desk Officers, Mail Officers, Property Officers, Recreation Officers, Transport Officers, and Training and Recruiting Specialists employed by the County at the Detention Center) (approx. 41 employees).

**68. Santa Fe, City of**

- a. Santa Fe Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 3 (Certified law enforcement officers through the rank of Sergeant) (approx. \_\_\_\_ employees).
- b. AFSCME Local 3999 (Blue Collar & White Collar) (approx. 640 employees)

- c. Santa Fe City Firefighters – IAFF, Local 2059 (Firefighter/EMTs) (approx. \_\_\_\_ employees).

**69. Santa Fe County**

- a. Santa Fe County Firefighters - IAFF, Local 4366 (Firefighter/EMTs) (approx. 100 employees).
- b. Santa Fe County Correctional Officers Association - New Mexico Coalition of Public Safety Officers (NMCPSO) (Certified Corrections Officers, including Deputies, Corporals and Sergeants) (approx. 77 employees).
- c. Santa Fe County Regional Emergency Communication Center (RECC) - NMCPSO (Certified Communications and Dispatch Officers, including Emergency Communications Specialist 1-Basic and Emergency Communication Specialist Advanced, Training Coordinator, Quality Assurance Specialist, Communications Team Leader, NCIC Coordinator and CAD/MSAG System Administrator) (approx. 33 employees).
- d. AFSCME 1413 (Security personnel at the Santa Fe County Adult Detention Facility, including Detention Officers, Corporals, Sergeants, Adult Detention Officer Lieutenants, Teachers, Therapists, Case Managers, Booking Clerks, Senior Case Managers, Case Managers) (approx. 95 employees).
- e. AFSCME 1413-M (Medical personnel at the Santa Fe County Adult Detention Facility, Licensed Practical Nurses, Registered Nurses, Nurse Practitioners, Physician's Assistants, Pharmacy Technicians, and Dental Assistants) (approx. 9 employees).
- f. AFSCME, Local 1782 (Blue Collar & White Collar workers, including the following: Accountant, Accountant Senior, Account Technician, Account Technician Senior, Activity Program Coordinator, Administrative Assistant (non-confidential), Animal Control Officer, Appraiser, Appraiser Senior, Assessment Specialist, Assessment Specialist I, Assessment Specialist II, Assessor's Office GIS Technician, Auto Part Technician, Automobile Body Repairer, Clerical Assistant, Clerk's Office Training, Specialist, Code Enforcement Inspector, Code Enforcement Inspector Senior, Collection Center Caretaker, Collection Center Maintenance Foreman, Community Planner, Construction Inspector, Cook, Cook's Assistant, Custodian, Custodian Lead, Customer Service Program Specialist, Database Administrator, Delinquent Tax System Specialist I, Delinquent Tax System Specialist II, Desktop Support Specialist I, Desktop Support Specialist II, Desktop Support Specialist III, Detention Records Clerk, Development Review Specialist, Development Review Specialist Senior, Development Review Team Leader, Driver Cook Assistant, DWI Compliance Monitor, DWI Prevention Specialist, Election Administrative Specialist, Electrician, Emergency Vehicle Technician I, Emergency Vehicle Technician II, Emergency Vehicle Technician III, Emergency Vehicle Trainee, Equipment Operator, Equipment Service Worker, Evidence and Property Specialist, Fleet Specialist, GIS Technician, GPS Technician, Graffiti Prevention and Removal Specialist, Heavy Equipment Mechanic Senior, Heavy Equipment

Operator, Heavy Equipment Operator Lead, Housing and Self-Sufficiency Specialist, Housing Inspector, Housing Intake Specialist, Housing Program Specialist, Housing Project Manager, Hydro Geologist, HVAC Technician, Maintenance Foreman, Maintenance Technician, Maintenance Technician Lead, Maintenance Technician Senior, Medical Billing Clerk, Medical Records Technician, Nutrition Inventory Specialist, Open Space Resource Management Specialist, Planning Team Leader, Procurement Planner Analyst, Procurement Specialist, Procurement Specialist Senior, Production Controller, Project Manager I, Project Manager II, Quality Control Data Analyst, Recording Clerk, Recording Clerk Senior, Records Manager, Road Maintenance Foreman, Secretary (non-confidential), Secretary Senior (non-confidential), Senior Planner, Sheriff Records Clerk, Sheriff Records Clerk Lead, Sign Technician, Sign Technician Senior, Senior Services Transportation Dispatcher, Soils Lab Technician, Solid Waste Compliance Officer, Solid Waste Maintenance Worker, Solid Waste Transportation Foreman, Tax Assessment Specialist, Tax Cashier, Title Examiner, Traffic Engineering Technician, Traffic Mobility Technician, Truck Driver I, Truck Driver II, Utilities Engineering Associate, Utilities Maintenance Worker, Utilities Systems Operator I, Utilities Operation Foreman, Utilities Systems Operator II, Utilities Systems Operator III, Vehicle Mechanic, Vehicle Mechanic Lead, Volunteer Coordinator, Voter Information Specialist, Voter Outreach Coordinator, Voter Registration Clerk, Voting System Administrator, Work Zone Coordinator) (approx. 316 employees).

**70. Santa Fe Community College**

- a. SFCC American Federation of Teachers - American Association of University Professors (SFCC AFT-AAUP) (Full-time faculty including Department Chairs) (approx. 52 employees).

**71. Santa Fe Public Schools**

- a. Santa Fe Federation of School Employees – AFT-NM, Local 4219 (Facilities and Maintenance Staff) (approx. 55 employees).
- b. Santa Fe-NEA (Instructional Staff) (approx. \_\_\_\_ employees).

**72. Silver Consolidated Schools**

- a. National Education Association (NEA) (Certified and Classified employees) (approx. \_\_\_\_ employees).

**73. Socorro Consolidated Schools**

- a. Socorro School Employees Association – AFT (Certified personnel and Educational Assistants) (approx. 162 employees).

**74. South Central Solid Waste Authority**

- a. United Steel Workers Association (USWA) (All Recycling/Solid Waste Collections Drivers, Heavy Equipment Operators, Commercial Truck Drivers, CDL Drivers, Solid Waste Drivers, Lead Solid Waste Drivers, Attendants, Transfer Station Attendants, Laborers, Solid Waste Laborers, Office Assistants, and all Full and Regular Part Time Fleet Truck Drivers) (approx. \_\_\_\_ employees).

**75. Sunland Park, City of**

- a. Sunland Park Professional Fire Fighters Association – IAFF, Local 4737(Firefighter/EMTs) (approx. 27 employees).
- b. Sunland Park Police Officers’ Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 8 (Police Officers) (approx. 15 employees).

**76. Taos, Town of**

- a. AFSCME, Local 513 (Blue Collar & White Collar) (approx. 58 employees).
- b. IAFF, Local Union 5245 (Firefighter I, FF II, Engineer, Lieutenants, Fire Marshal) (approx. 15 employees).

**77. Taos Municipal Schools**

- a. Taos Federation of United School Employees (TFUSE) – AFT, Local 1450 (Certified and Classified personnel) (approx. 323 employees).

**78. Timberon Water and Sanitation District**

- a. Communication Workers of America (CWA), Local 7070 (Wall-to-wall unit) (approx. 8 employees).

**79. Torrance County**

- a. Professional Fire Fighters of Torrance County, IAFF Local 5441 (Fire Department Lieutenants, and non-probationary full-time paid employees engaged in firefighting, emergency medical or rescue service activities, or related services – approx. 4-5 unit employees).

**80. University of New Mexico (UNM)**

- a. Communication Workers of America (CWA), Local 7076 (Maintenance & Operations or Custodians, Clerical Technical, Licensed Irrigation Tech, Police Dispatchers, and Campus Security Officers) (approx. 466 employees).
- b. US-UNM (Education Support Unit and OMI Morphology and Investigation Units) (approx. 650 employees).
- c. UA-UNM (approx. 1500 full- and part-time faculty, in two units and across five campuses: Albuquerque, Gallup, Los Alamos, Taos, and Valencia).

- i. Unit 1 (all faculty members with the titles of Assistant Professor, Associate Professor; Professor; Professor of Practice; Research Lecturer I, II, III; Research Assistant Professor; Research Associate Professor; Research Professor; Lecturer I, II, III; Senior Lecturer I, II, III; Principal Lecturer I, II, III; Instructor; and Senior Instructor employed at the main campus in Albuquerque and the branch campuses of Gallup, Taos, Los Alamos, and Valencia).
- ii. UA-UNM Unit 2 (temporary part-time instructors, adjuncts, and term teaching faculty employed at the main campus in Albuquerque and the branch campuses of Gallup, Taos, Los Alamos, and Valencia).
- d. UNM Police Officers' Association (sworn certified officers employed at either the UNM Valencia or Gallup campuses known as Branch Campus Police Officers) (approx. 40 employees).
- e. CIR/SEIU (all medical and dental interns, residents, and fellows - "House Staff Officers" or "HSOs" or "residents" - employed by UNM, excluding Chief Residents with Faculty appointments) (approx. 761 employees).
- f. United Electrical, Radio, and Machine Workers of America (UE), Local 1466 (full-time and part-time graduate students holding an assistantship engaged in instruction and/or research at campuses in Albuquerque, Gallup, Taos, Los Alamos, and Valencia County, including Graduate Assistant Regular; Graduate Assistant Special; Project Assistant; Research Assistant; Teaching Assistant Regular; Teaching Assistant Special; and Teaching Associate) (approx. 1,534 employees).

**81. University of NM Hospital (UNMH)**

- a. Communication Workers of America (CWA), Local 7076 (approx. 270 employees).
- b. LIUNA Laborers Local 16 (approx. 65 employees).
- c. District 1199NM, National Union of Hospital and Health Care Employees (Licensed and Technical personnel) (approx. 2,200 employees).
- d. District 1199NM, NUHHCE (Support Staff) (approx. 2,100 employees).

**82. UNMH – Sandoval Regional Medical Center**

- a. International Association of Machinists and Aerospace Workers (IAMAW), Local Lodge 794 (Security Guards, Security Guard Leads, Cooks, Food Service Workers, Food Service Leads, Kitchen Staff Workers, Registration Representatives, Prior Authorization Clerks, Patient Access Representatives, Central Registration Representatives, Charge Entry Specialists, Clerks, Facilities Services Maintenance Technicians, Facilities Services Maintenance Technicians Leads, Maintenance Technicians, Materials Technicians, Materials Coordinators, Housekeepers, Housekeeper Leads, Environmental Services Workers) (approx. 100 employees).

- b. United Health Professionals of New Mexico (UHPNM-AFT) (Case Managers, Clinic Techs, CT Techs, Dietitians, EEG Techs, Emergency Medical Techs, Interventional Radiology Techs, Licensed Clinical Social Workers, Medical Assistants, Mammography Techs, MRI Techs, Nuclear Medical Techs, Occupational Therapists, Paramedics, Patient Care Techs, Pharmacists, PSG Techs, Physical Therapists, Physical Therapy Assistants, Radiological Techs, Registered Nurses, Rehabilitation Techs, Respiratory Therapists, Respiratory Therapy Assistants, Sleep Lab Techs, Social Workers, Special Procedures Techs, Unit Based Educators, Urology Techs, Ortho/Casting Techs, Anesthesia Techs, Cardiology Techs, Speech Language Pathologists, Sterile Processing Techs, Surgical Techs, Techs, Ultrasound Techs, Xray Techs, including House Supervisors, Charge Nurses, Lead positions employed in any of the above positions) (approx. 300 employees).

**83. Valencia County**

- a. AFSCME, Local 1832 (Blue Collar) (approx. 40 employees).
- b. Valencia County Police Officers' Association/Fraternal Order of Police (FOP) - NM Labor Council, FOP Lodge 14 (Police Officers) (approx. 46 employees).
- c. Valencia County Professional Firefighters Association, IAFF Local 5399 (EMS Specialists/Paramedics, Firefighters, Lieutenants, Battalion Commanders, and Wildfire Captains employed by Valencia County in its Fire Department) (approx. 36 employees).
- d. AFSCME, Local 2745 (County Detention Officer through the rank of Sergeant) (approx. 40 employees).

**84. Zuni Public School District**

- a. Zuni Federation of United School Employees, American Federation of Teachers, Local 4905. (All teachers, counselors, nurses, librarians, ancillary staff, educational assistants, custodians, secretarial/clerical employees, computer technicians, bus drivers, cafeteria workers, and maintenance workers) (approx. 215 employees).