

21-PELRB-2025

STATE OF NEW MEXICO PUBLIC EMPLOYEE LABOR RELATIONS BOARD

In re:

**WESTERN NEW MEXICO
UNIVERSITY FACULTY-NEA,**

Petitioner,

and

PELRB No. 311-25

**WESTERN NEW MEXICO
UNIVERSITY,**

Respondent

ORDER

THIS MATTER comes before the Public Employee Labor Relations Board at its regularly scheduled meeting on September 2, 2025, upon the Petition filed May 13, 2025, to Certify the Petitioner as the exclusive representative of a bargaining unit consisting of full-time employees of Western New Mexico University holding the contractual faculty rank of lecturer, instructor, assistant professor, associate professor, or professor, who teach six or more semester hours per semester, including library faculty. The unit includes faculty on limited terms and remote appointments.. The Board, having reviewed the file, and being otherwise sufficiently informed, finds and concludes:

The Petition does not raise a question concerning representation and it presents sufficient facts including sufficient support among the employees in the petitioned-for positions to be represented by Petitioner pursuant to NMAC 11.21.2.38.

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 Certification of Representation issued by the Executive Director on August 8, 2025, including the findings therein.

DocuSigned by:
Nan Nash
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Date: 9/5/2025

Nan Nash, Board Chair

State of New Mexico

Public Employee Labor Relations Board



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Certification of Representation

The undersigned hereby certifies that **Western New Mexico University Faculty-NEA (Union)** has demonstrated a sufficient basis such that it should be recognized as the exclusive bargaining representative for those employees in the following bargaining unit comprised of employees of **Western New Mexico University**:

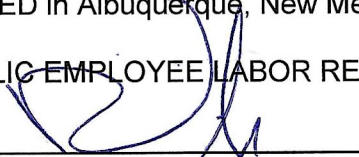
As defined in the Faculty Handbook, full-time employees of Western New Mexico University holding the contractual faculty rank of lecturer, instructor, assistant professor, associate professor, or professor, who teach six or more semester hours per semester, including library faculty. The unit includes faculty on limited terms and remote appointments.

The undersigned makes this certification based on the following:

1. By a Petition filed May 13, 2025, the Union informed Western New Mexico University that it was prepared to demonstrate sufficient support among employees in the unit for its recognition as the exclusive collective bargaining representative for those employees.
2. On May 21, 2025, the Board's Executive Director determined that the Petition was facially valid and that a preliminary review demonstrated a sufficient showing of interest to proceed toward an election.
3. On May 30, 2025, the Employer provided a copy of a unit employee list. That list shows that there were 107 employees in the unit thereby confirming the preliminary finding of sufficiency.
4. On August 8, 2023, pursuant to NMAC 11.21.2.33, The Executive Director compared the union's showing of interest with the employee list provided by the employer on May 30, 2025, with the result that 66% of employees in the proposed unit were in favor of representation by the Union. Accordingly, the undersigned hereby certifies that the Union is certified as the exclusive bargaining representative for the unit described above

ISSUED in Albuquerque, New Mexico on this 8th day of August, 2025 by:

PUBLIC EMPLOYEE LABOR RELATIONS BOARD



Pilar Vaile
Executive Director



**STATE OF NEW MEXICO
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RESULTS OF CARD CHECK

On August 8, 2025, 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>107</u>
2.	50% of Employees in Bargaining Unit Equals:	<u>54</u>
3.	Total Interest Cards Indicating Support	<u>71</u>
4.	Number of Challenged Cards	<u>2</u>
	Challenged Cards Rejected By Director	<u>2</u>
	Challenged Cards Accepted By Director	<u>0</u>
5.	Percent of Employees in Bargaining Unit indicating support	<u>66%</u>

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



Pilar Vaile, Executive Director

Date: August 8, 2025