

**23-PELRB-2025**

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

**In re:**

**FARMINGTON EDUCATION ASSOCIATION,  
NEA-NM**

**Petitioner,**

**and**

**PELRB No. 320-25**

**FARMINGTON MUNICIPAL SCHOOLS,  
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 June 23, 2025, to certify the Petitioner as the exclusive representative of a bargaining unit consisting of all certified, non-supervisory employees, including teachers, counselors, certified librarians, therapists (Speech, Physical, Occupational), psychologists, social workers, diagnosticians, and registered nurses employed by the Respondent. 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 27, 2025, including the findings therein.

DocuSigned by:

*Nan Nash*

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Date: 9/5/2025

Nan Nash, Board Chair



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### **Certification of Representation**

The undersigned hereby certifies that **Farmington Education Association, NEA-NM** (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 the **Farmington Municipal Schools**:

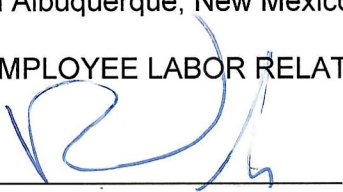
**All teachers, counselors, certified librarians, therapists (Speech, Physical, Occupational), psychologists, social workers, diagnosticians, and registered nurses**

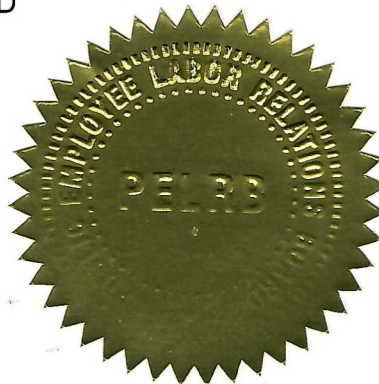
The undersigned makes this certification based on the following:

1. By a Petition filed **June 23, 2025**, the Union informed **Farmington Municipal Schools** 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 **June 23, 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 **July 8, 2025**, the Employer provided a copy of a unit employee list. That list shows that there were **686** employees in the unit thereby confirming the preliminary finding of sufficiency.
4. On **August 27, 2025**, pursuant to NMAC 11.21.2.33, PELRB staff compared the union's showing of interest with the employee list provided by the employer on July 8, 2025, with the result that 54% 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 27<sup>th</sup> day of August, 2025 by:

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

  
Pilar Vaile  
Executive Director



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**RESULTS OF CARD CHECK**

On August 27, 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>686</u>
2.	50% of Employees in Bargaining Unit Equals:	<u>343</u>
3.	Total Interest Cards Indicating Support	<u>428</u>
4.	Number of Challenged Cards	<u>59</u>
	Challenged Cards Rejected By Director	<u>59</u>
	Challenged Cards Accepted By Director	<u>0</u>
5.	Percent of Employees in Bargaining Unit indicating support	<u>54%</u>

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

  
Mattheew Huchmala, Alternate Hearing Examiner

Date: August 27, 2025