

# 10-PELRB-2026

## STATE OF NEW MEXICO PUBLIC EMPLOYEE LABOR RELATIONS BOARD

In re:

Clovis Firefighters Association,  
IAFF Local 3602

Petitioner,

and

PELRB No. 321-25

City of Clovis,

Respondent.

### ORDER

**THIS MATTER** comes before the Public Employee Labor Relations Board at its regularly scheduled meeting on April 7, 2026, upon a request for review of the Hearing Examiner's Report and Recommended Decision issued in this case pursuant to NMAC 11.21.2.22. Having reviewed the record, heard the arguments of the parties, and being otherwise sufficiently informed, the Board finds and orders as follows:

1. The Hearing Examiner is reversed; the Board was compelled by the use of the word "shall" in Section 24 of the PEBA to recognize IAFF Local 3602 as the incumbent exclusive representative of the incumbent bargaining unit;
2. the employer is ordered to recognize IAFF Local 3602 as the incumbent exclusive representative; and
3. the parties are ordered to bargain over who is included in the bargaining unit.

DocuSigned by:

*Nan Nash*

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Date: 4/13/2026

Nan Nash, Board Chair