

22-PELRB-2026

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

In re:

**RUIDOSO PROFESSIONAL
FIRE FIGHTERS ASSOCIATION,
IAFF LOCAL 3545,**

Petitioner,

and

PELRB No. 303-26

VILLAGE OF RUIDOSO,

Respondent.

ORDER

THIS MATTER came before the Public Employee Labor Relations Board at its regularly scheduled meeting on July 7, 2026, upon a petition filed by the Ruidoso Professional Fire Fighters Association, IAFF Local 3545 for certification as the incumbent exclusive representative of a bargaining unit of Employees of the Village of Ruidoso Fire Department consisting of all full-time fire suppression employees of the Ruidoso Fire Department, including the positions of fire fighter, fire lieutenant, and fire captain. The Board, having reviewed the file, hearing from the parties' representatives and being otherwise sufficiently informed, finds and concludes by unanimous vote that the Petition presents sufficient facts to recognize the Petitioner as the incumbent exclusive representative and Petitioner has demonstrated majority support from the members of the bargaining unit so that the parties may enter into a new collective bargaining agreement pursuant to NMSA 1978 §10-7E-24(B). Accordingly, the Board affirms and ratifies the Certification of Representation issued by the Executive Director on June 8, 2026, including the findings therein. The Board also affirms the card check results issued by the alternate hearing examiner on June 5, 2026 after removal of the erroneous reference to an intervention period.

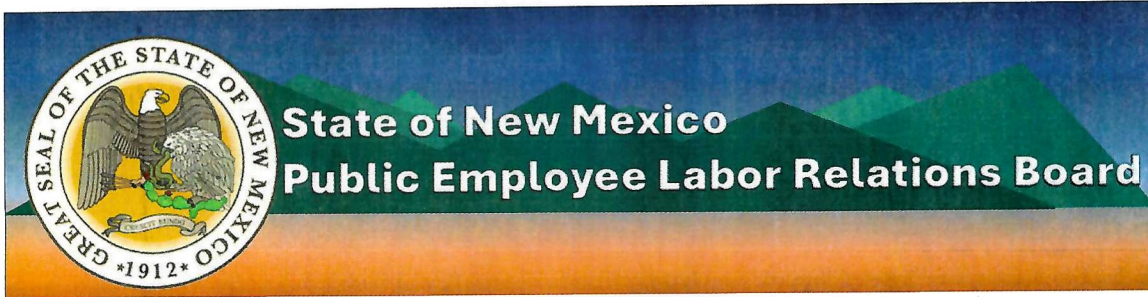
DocuSigned by:

Nan Nash

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Date: 7/14/2026

Nan Nash, Board Chair



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Certification of Representation

The undersigned hereby certifies that **Ruidoso Professional Fire Fighters Association IAFF Local 3545** (Union) has demonstrated a sufficient basis such that it should be recognized as the incumbent exclusive bargaining representative for those employees in the following bargaining unit comprised of employees of the **Village of Ruidoso**:

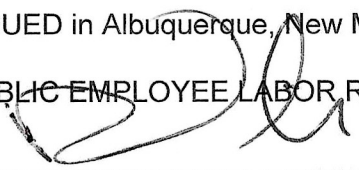
All full-time fire suppression employees of the Ruidoso Fire Department, including the positions of fire fighter, fire lieutenant, and fire captain

The undersigned makes this certification based on the following:

1. By an amended Petition filed **May 8, 2026** (PELRB 303-26) the Union informed the **Village of Ruidoso** and the PELRB that it was recognized as the exclusive representative of the bargaining unit described above on June 30, 1999, and sought recognition as the incumbent exclusive representative pursuant to Section 24 of the PEBA.
2. On **June 5, 2026**, the Employer provided a copy of a unit employee list. That list shows that there were seventeen employees in the unit.
3. On **June 5, 2026**, PELRB staff compared the showing of interest provided with the petition to the employee list and found a majority of the employees in the bargaining unit supported representation by the Union.
4. Accordingly, the undersigned hereby certifies that the Union is recognized as the incumbent exclusive bargaining representative for the unit described above and has demonstrated majority support so that the Union may enter into a new collective bargaining agreement pursuant to NMSA 1978 §10-7E-24(B).

ISSUED in Albuquerque, New Mexico on June 8, 2026, by:

PUBLIC EMPLOYEE LABOR RELATIONS BOARD


Pilar Vaile
Executive Director



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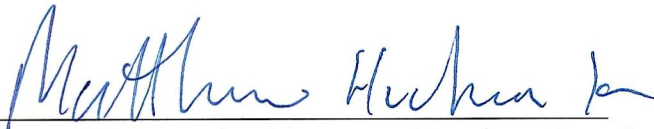
Respondent.

AMENDED RESULTS OF CARD CHECK

On June 5, 2026, pursuant to NMAC 11.21.2.33, after confirming the Petitioner's incumbent status and resolving all unit composition issues and challenges to the validity of interest cards submitted by the union, 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>17</u>
2.	50% of Employees in Bargaining Unit Equals:	<u>9</u>
3.	Total Interest Cards Indicating Support	<u>22</u>
4.	Number of Challenged Cards	<u>5</u>
	Challenged Cards Rejected By Director	<u>5</u>
	Challenged Cards Accepted By Director	<u>0</u>
5.	Percent of Employees in Bargaining Unit indicating support	<u>100%</u>

WHEREFORE, the showing of interest demonstrates majority support for Ruidoso Professional Fire Fighters Association IAFF Local 3545 so that certification of its recognition as the incumbent exclusive representative of the unit in question shall issue.


Matthew Huchmala, Alternate Hearing Examiner

Date: July 8, 2026