

23-PELRB-2026

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

In re:

**INTERNATIONAL UNION OF POLICE,
Petitioner,**

and

PELRB No. 309-26

**DOÑA ANA COUNTY,
Respondent**

and

**COMMUNICATION WORKERS OF
AMERICA
Intervenor.**

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 International Union of Police for decertification of the Communication Workers of America and certification of the Petitioner as the exclusive representative of a bargaining unit of employees of the Doña Ana County Sheriff's Department consisting of non-probationary deputies, detectives, and sergeants. The Board, having reviewed the file, and being otherwise sufficiently informed, finds and concludes: The Petition does not raise a question concerning representation and Petitioner has demonstrated majority support from the employees in the Bargaining unit that it should be certified as their exclusive representative. Accordingly, the Board affirms and ratifies the results of the election held June 24, 2026, and the Certification of Representation issued by the Executive Director on June 30, 2026, including the findings therein.

DocuSigned by:

Nan Nash

DEF4A440B2614C5

Date: 7/14/2026

Nan Nash, Board Chair



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Certification of Representation

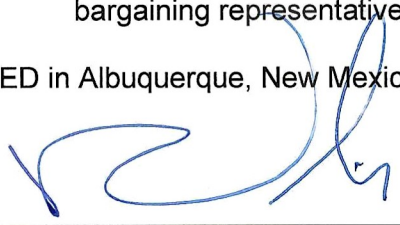
The undersigned hereby certifies that **International Union of Police, AFL-CIO** (Union) has demonstrated a sufficient basis such that it should be recognized as the exclusive bargaining representative for those employees in the following bargaining unit comprised of employees of the **Doña Ana County**:

All employees of the Doña Ana County Sheriff's Department consisting of non-probationary deputies, detectives, and sergeants.

The undersigned makes this certification based on the following:

1. By a Petition filed **April 20, 2026** the Union sought to decertify the existing exclusive representative, Communication Workers of America, and be certified as the exclusive representative of the bargaining unit described above.
2. On **April 21, 2026**, 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 7, 2026**, the Communication Workers of America filed a Petition to Intervene based on their status as the existing exclusive representative.
4. On **June 10, 2026**, the Employer provided a copy of a unit employee list. That list shows that there were **116** employees in the unit thereby confirming the preliminary finding of sufficiency.
5. On **June 8, 2026**, the parties entered into a Consent Election Agreement approved by the Executive Director and the Board and calling for an election **June 24, 2026**.
6. The election took place as called for in the Agreement immediately followed by a ballot count. The election results were: 77 ballots cast out of a total of 116 eligible voters. Therefore, more than 40% of the eligible voters cast ballots. 75, a majority of the ballots cast, were in favor of representation by the Union. 2 ballots were cast for the Intervenor. 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 June 30, 2026, by:


Pilar Vaile
Executive Director



STATE OF NEW MEXICO
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

RESULTS OF SECRET BALLOT ELECTION

EMPLOYER: Doña Ana County

LABOR ORGANIZATION: IUPA

PELRB CASE NO. 309-26

INTERVENOR: CWA

DATE OF ELECTION:

Wednesday, June 24, 2026

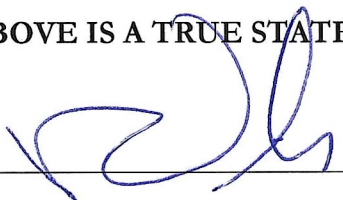
LOCATION OF ELECTION:

Doña Ana County Complex; Room 113, 845 N. Motel Blvd.;
Las Cruces, NM 88007

- | | | |
|----|--|---------------------|
| 1. | Total number of eligible voters | <u>116</u> |
| 2. | 40% of the eligible voters equals: | <u>47</u> |
| 3. | Total ballots cast | <u>77</u> PV
SAS |
| 4. | Was the 40% requirement met? | <u>YES</u> |
| 5. | Total number of votes for [UNION] | <u>75</u> PV
SAS |
| 6. | Total number of votes for [INTERVENOR-if applicable] | <u>Z</u> |
| 7. | Total number of votes for no representation | <u>Ø</u> |
| 8. | Number of challenged ballots | <u>Ø</u> |
| | Challenged ballots rejected by parties | <u>NA</u> |
| | Challenged ballots agreed to by parties | <u>NA</u> |
| 9. | Invalid votes | <u>Ø</u> |

THE ABOVE IS A TRUE STATEMENT OF THE ELECTION RETURNS.

Election Supervisor



Date:

6-24-26

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulation were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

Observer:



For:

Doña Ana County

Date:

6/24/26

Observer:

For:

Date: