

To: bkite@nmsu.edu
From: Tim Nesbitt <tnesbitt@murphie.nmsu.edu>
Subject: Union Vote
Cc:
Bcc:
Attached:

Hey Bruce:

Hope you are well.

I have received several emails from staff urging that when a vote regarding unionization is held that all effected employees be given the right to vote. These inquiries remind me that we still have some unanswered questions regarding the issue. I need to keep ACAP informed of the goings on.

In our March 17, 2005 memo to President Martin we asked some questions regarding the issue. To date I am not clear as to the answers to the questions that follow:

1. Who conducts the vote?
2. Who pays for the process?

Some new questions have been asked:

1. Will all of the employees who will be effected by the union have an opportunity to vote?
2. If an effected employee votes "no" are they assessed dues?
3. Is there any other mechanism other than a vote for employees to organize?

That is all for now!

Thanks Bruce.

Tim

OFFICE OF THE PRESIDENT

MSC 3Z
New Mexico State University
P.O. Box 30001
Las Cruces, NM 88003-8001
Telephone: (505) 646-2035
Fax: (505) 646-6334



March 17, 2005

Mr. Jim Schmitz, Director of Organizing and Field Services
AFSCME-American Federation of State, County and Municipal Employees
1625 L Street NW
Washington, DC 20036-5687

Dear Mr. Schmitz:

Thank you for your recent visit and follow-up letter. We remain committed to an open and constructive dialogue which will allow our excellent employees to make an informed decision regarding unionization at New Mexico State University.

I have asked our employee advisory committee—Advisory Council on Administrative Policy (ACAP)—which represents non-exempt and exempt staff and faculty, for their advice. I will report their response to you shortly.

It is my understanding that Mr. Charles Apodaca, who is AFSCME's representative on our local labor relations board, has expressed his support for Ms. Karen Becklin as the third member of that board, along with Dr. Gerald Burke. Thus, we have a board in place to oversee the deliberation and decision process.

We will keep you posted as events unfold here. Again, thank you for taking a positive approach to this important decision at our university.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael V. Martin'.

Michael V. Martin
President

cc: Bruce Kite
Anthony Marquez
Ben Woods

OFFICE OF THE PRESIDENT

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March 22, 2005

Mr. Joe Schmitz
Director of Organizing & Field Services
AFSCME, AFL-CIO
1625 L Street NW
Washington, DC 20036-5687

Mr. Anthony Marquez
Acting Executive Director
AFSCME Council 18
3150 Carlisle Blvd., Suite 110
Albuquerque, NM 87110

Gentlemen:

Per our earlier conversations and correspondence, I have asked our Advisory Council on Administrative Policy (ACAP) for their input with respect to how to proceed in offering our employees a means of deciding on unionization. They have unanimously recommended that we do not waive the 30 percent card submission step to initiate a full election. It is ACAP's view, I believe, that the card submission step is an important part of the discussion and education process as our employees consider their choices. We will report ACAP's advice and proceed via the card submission method.

ACAP (membership list is attached) also requested the responses to the following questions from AFSCME:

1. What group or groups of employees benefit from AFSCME membership?
2. What exactly are the benefits?
3. Who pays dues and what is the dollar amount of the dues?
4. What type of union agency will NMSU be, i.e. open, closed, or union shop? ACAP recommends that detailed descriptions of the different agency formations be described by AFSCME.
5. How do employees notify AFSCME that they do not want to be contacted? Some ACAP members reported that they had received complaints from others who continue to be contacted by AFSCME after they had notified AFSCME not to contact them.

You may wish to communicate with ACAP through their current chairperson Tim Nesbitt. The address for ACAP is MSC 3AGB, PO Box 30001, Las Cruces, NM 88003 or tnesbitt@nmsu.edu. ACAP raised several other issues that require a response from NMSU administration, and we will of course comply.

Thank you for your cooperation and your attention to the concerns expressed by our employees through their elected body.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael V. Martin', written over a horizontal line.

Michael V. Martin
President

attachment