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To: Lynn Rodenhuis, AFSCME (505) 523-5438

c.c.: NMSU faculty and staff

Date: March 10, 2006

From: President Mike Martin

A handwritten signature in black ink, appearing to read "Mike Martin", written over the printed name.

Subject: Let's fulfill the democratic process

Dear Ms. Rodenhuis:

For more than 18 months our campus has been engaged in discussions about unionizing, and during that time much energy and effort has been expended both by organizers and administration to enlighten the university community about the issues involved.

In an effort to support our people and ensure that everyone affected has a chance to participate in a democratic process, we are asking that the American Federation of State, County and Municipal Employees request an election in accordance with Section 11(A) of the NMSU Labor Management Relations Resolution with appropriate dispatch. We concur with our Advisory Council on Administrative Policy (ACAP) in believing that every employee who could be affected by the creation of a union should have the opportunity to voice his or her opinion, to be part of an open process and to vote on the issue of unionizing. We respect our employees. We respect their right to consider union representation and, if they decide in favor of union representation, we will respect that decision.

We will, of course, cooperate with AFSCME and our local Labor Relations Board in conducting an election. But as you know, the role of initiating the process belongs to AFSCME according to the law. In this spirit of cooperation, we would like to see a resolution on the issue of unionizing by an up-or-down vote so that our full attention is on the threefold mission of the university: education, research and service.