

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

August 23, 2005



The Most Reverend Ricardo Ramirez  
Diocese of Las Cruces  
1280 Medpark  
Las Cruces, NM 88005

Dear Bishop Ramirez:

As we discussed via phone, New Mexico State University's staff members have asked many questions which, to date, have not been directly addressed by AFSCME or its organizers on campus. I raised some of these questions several months ago but received no response (see attached).

Here are some of the questions many of our folks are seeking answers to:

- How much will union dues be?
- Is paying dues voluntary?
- Who decides the dues level and if it can change?
- What are the dues collections used for? How much is used locally? at the district level? at the national level?
- Since AFSCME supports political candidates, who decides which candidates are supported?
- Which employees will be in a union? only those in Las Cruces? statewide employees? community college employees? county extension employees?
- If statewide and community college employees are included, how will they vote? participate?
- In 2005 the State gave AFSCME employees a smaller raise than NMSU gave its employees (1.75 percent vs. 2.25 percent). In the future, will NMSU-AFSCME employees receive the same raises other state AFSCME employees receive?
- With respect to benefit costs, how does AFSCME propose lowering them for NMSU employees? different packages? dropping NMSU retirees from the pool? raising tuition?
- What other work condition issues would AFSCME seek?

Any assistance you can provide in answering these questions will be appreciated. We all know that unionization is a means to an end and not an end itself. There are many other means. We owe it to the great folks who serve NMSU to be given the complete information so they can make a fully informed decision about their welfare and their future. I am confident that in this context they will do what is right, and be assured the administration will embrace their decision.

Sincerely,

A handwritten signature in cursive script, appearing to read 'M. Martin'.

Michael V. Martin  
President

Enclosure

cc: Representative Antonio Lujan  
Representative John Paul Taylor  
Provost Bill Flores  
Bruce Kite, General Counsel  
Tim Nesbitt, ACAP Chair