

UNM Unionization Voting Process

Voting Times and Locations

Voting will take place Wednesday Oct 16 and Thursday Oct 17, 2019.
from 8:00 AM to 10:00 PM on Oct 16 and 17:

- UNM Main Campus - Student Union Building, Lobo A and B
- UNM-Gallup - Library Conference Room
- UNM-Los - Alamos Building 6, Room 631
- UNM-Taos - Padre Martinez Student Services Center, Room D
- UNM-Valencia - Student Center

Election Information

The American Arbitration Association will administer the vote. AAA is an independent entity with significant experience in conducting union elections.

The UNM Labor Management Relations Board will oversee the election.

Faculty will vote in one of two “secret ballot” elections.

The two elections are separate and independent but being carried out at the same time.

The lists of eligible voters will be posted on or before Oct 2, 2019. If your name does not appear on one of these lists, you should contact the Union or the

The Union and UNM are currently examining a preliminary list of eligible voters.

HSC Faculty members are NOT allowed to vote on unionization. HSC is not part of one of the two bargaining units and will not be bound by the outcome of this vote.

To request an Absentee Ballot, faculty members must email unmlaborboard@comcast.net no later than October 1, 2019.

Bargaining Units

There are two separate bargaining units – (1) Continuing Faculty and (2) Adjunct Faculty

Continuing Faculty Bargaining Unit:

- Professor
- Associate Professor
- Assistant Professor
- Professor of Practice
- Research Professor
- Research Associate Professor
- Research Assistant Professor
- Research Lecturer
- Lecturer I, II and III
- Senior Lecturer I, II and III
- Principal Lecturer I, II and III
- Research Lecturer I, II and III
- Senior Instructor
- Instructor

Adjunct Faculty Bargaining Unit: Adjunct Faculty, including term teaching faculty

Not Included in Either Unit: Managerial, Supervisory, and Confidential Faculty

- Provost
- Senior Vice Provost
- Associate Provost
- Deputy Provost
- Dean
- Associate Dean
- Assistant Dean
- Department/Division Chairs
- Academic Directors
- Visiting Faculty
- Working Retirees
- All faculty positions at the Health Sciences Center

Voting Procedures

- Voters MUST show photo ID and sign against their name on the list of eligible voters
- UNM will allow sufficient time away from duties to cast ballots
- Electioneering prohibited within 50 feet of any entrance to a polling place
- The University and the Union can each have one observer at the polling places to ensure a proper voting process.
- There are processes for challenging voters before they cast a ballot and processes for casting provisional ballots.
- The American Arbitration Association will manage the polling places.

Vote Count and Certification

The Labor Management Relations Board Agent will:

- Receive Completed Ballots
- Certify and Count Votes
- Officially Certify the election on Friday, October 18th

Vote Certification Numbers

Continuing Faculty Unit:

- Comprised of Approximately 1000 individuals
- Approximately 400 must vote to constitute a valid election

Adjunct Faculty Unit:

- Comprised of Approximately 450 individuals
- Approximately 180 must vote to constitute a valid election

Vote Certification Conditions

- At least 40% of the eligible voters in each proposed bargaining unit must vote
- If the 40% threshold is met: majority rules
- A majority is defined as 50% plus one of those who voted
- A tie vote is a vote for no collective bargaining representation

"Yes" or "No" Vote

"Yes" Union Vote:

If the Labor Management Relations Board certifies the vote as "Yes Union Representation" the Union will become the bargaining unit's exclusive representative. There is no specific timeline for the parties to start collective bargaining negotiations to develop an initial contract.

Contract discussions will start when either party gives appropriate notice to the other requesting that negotiating commence. Discussions will continue until UNM and the Union reach a tentative contract.

Union membership will ratify or reject the tentative contract.

"Yes" or "No" Vote

"No" Union Vote:

If the Labor Management Relations Board certifies the vote as "No Union Representation" in either of the proposed bargaining units, that bargaining unit will not form.

The Union may opt to repeat the entire process of seeking a vote by collecting new showing of interest cards, filing a petition, and other required.

There is a 12-month waiting period before the Union may call for a new election.

Unionization and Higher Education

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Unionization and Higher Education

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