



# **CITY OF ALBUQUERQUE**

## **CITY LABOR-MANAGEMENT RELATIONS BOARD**

### **MONDAY, JANUARY 8, 2024**

#### **MEMBERS PRESENT:**

*Chairman Ted Baca*  
*Juan Montoya*  
*Bruce Perlman*

#### **OTHERS PRESENT:**

*Nichole Maher*  
*Augustine Romero*  
*James Montalbano*  
*Victoria Gammill*  
*Leigh Brunner*  
*Louis Sisneros*

*Jessica Serrano*  
*Louis Montoya*  
*Ian Stoker*  
*Joel Villarreal*  
*Merissa Reddy*  
*Milagro Padilla (zoom)*

### **MINUTES**

#### **I. CALL TO ORDER.**

Chairman Baca called the meeting to order at 9:04 am. All members of the Board were present in person.

#### **II. REVIEW AND APPROVAL OF AGENDA FOR MONDAY, JANUARY 8, 2024.**

Mr. Perlman moved to approve the agenda. Mr. Montoya seconded. Voted passed 3-0.

#### **III. REVIEW AND APPROVAL OF MINUTES FOR DECEMBER 18, 2023.**

Mr. Montoya moved to approve the minutes for 12/18/23. Mr. Perlman seconded. Voted passed 3-0.

#### **IV. PUBLIC COMMENTS \*Limited to three (3) minutes total time per person.**

- Milagro Padilla from CWA spoke. He said Attorney William Reinken had an emergency today and could not be present. He asked if LB 23-12 could be continued. City Attorney Victoria Gammill said the City had no objection. Chairman Baca said they would continue the case and reschedule for 1/22/24.
- City Attorney Ian Stoker announced that by the end of the month he would be moving to a new position in the City and will no longer be with City Legal and the Labor Board. The rest of his team will continue to represent City Legal.

#### **V. PRESENTMENT AND APPROVAL OF ORDERS:**

##### **• LB 23-17 FINAL ORDER**

Chairman Baca reviewed the order and asked Attorney Mowrer if the order was factually correct. Attorney Mowrer said it was. Signed and approved.

##### **• LB 22-25 STIPULATED ORDER FOR DISMISSAL**

Chairman Baca reviewed the order. Signed and approved.

#### **VI. MISCELLANEOUS/STATUS CONFERENCE:**

- **LB 23-24 SCREEN FOR FACIAL VALIDITY FOR DECERTIFICATION PETITION FOR DECERTIFICATION FILED BY MR. PAUL E. BROOME ON BEHALF OF THE COMMUNITY SAFETY DEPARTMENT FOR DECERTIFICATION OF THE COMMUNICATIONS WORKERS OF AMERICA LOCAL 7076 AS THE EXCLUSIVE BARGAINING AGENT FOR THE BEHAVIORAL HEALTH RESPONDER TIER 1 (E15) & 2 (E16), ACS COMMUNITY RESPONDERS (CR1) AND STREET OUTREACH AND RESOURCE COORDINATORS (E15).**

Mr. Paul Broome and Attorney Fred Mowrer appeared on behalf of CWA Local 7076. Assistant Attorney Victoria Gammill appeared on behalf of the City.

Chairman Baca reviewed the PPC aloud. Attorney Gammill stated the City had no objections to the facial validity of this PPC. Chairman moved as facially valid. Mr. Montoya seconded. Voted and passed 3-0.

Mr. Broome noted the CWA is not opposing the intervention Attorney Reinken filed on 1/2/24. This is both a decertification and representation election. Mr. Perlman asked if the Board needed to waive the requirement of showing of interest. Attorney Gammill said the City was fine with this and it is the Board's decision. Attorney Gammill suggested we post the notice of interveners. The APOA is willing to waive the pre-election conference. Attorney Gammill stated the time for interveners to file has passed.

Pre-election conference scheduled for 1/22/24. Chairman Baca reviewed the signed letters of decertification. Mr. Perlman stated the petition from APOA, that employees signed, asked that if the decertification election does result in decertification, that there be another election for representation. It does not seem to Mr. Perlman that employees signed to have only 1 election. Mr. Broome stated it was meant to say they are not opposed to having 1 election for both, instead of two separate elections.

- **LB 23-23 SCREEN FOR FACIAL VALIDITY FOR NEW PROHIBITED PRACTICE COMPLAINT FILED BY ASSISTANT ATTORNEY VICTORIA GAMMILL ON BEHALF OF THE CITY OF ALBUQUERQUE AGAINST THE COMMUNICATIONS WORKERS OF AMERICA, FOR VIOLATION OF SECTION 3-2-10(B)(4) AND SECTION 3-2-10(C) OF THE LMRO.**

Mr. Paul Broome and Attorney Fred Mowrer appeared on behalf of CWA Local 7076. Assistant Attorney Victoria Gammill appeared on behalf of the City.

Chairman Baca read and reviewed the new PPC aloud. Chairman Baca moved to find PPC facially valid. Mr. Montoya seconded. Voted and passed 3-0.

- **LB 23-05 STATUS CONFERENCE FOR PROHIBITED PRACTICE COMPLAINT FILED BY AFSCME COUNCIL 18, LOCALS 624 (TRANSIT), 624 (BLUE COLLAR), 1888, 2499, AND 3022 BY AND THROUGH YOUTZ & VALDEZ AGAINST THE CITY OF ALBUQUERQUE FOR VIOLATIONS OF THE LMRO AND THE COLLECTIVE BARGAINING AGREEMENT.**

Attorney Montalbano appeared on behalf of AFSCME. Attorney Ian Stoker and Assistant Attorney Victoria Gammill appeared on behalf of the City.

Attorney Montalbano asked that the Board proceed with this PPC since the City is not done with its classification and compensation study. Attorney Gammill stated the classification and compensation study is ongoing, as stated by the Union and had proposed a 6 month stay. The potential results of the study were discussed and how those relate to the PPC allegations. Mr. Perlman moved the Board lift the stay. Voted and passed 3-0. Scheduling Order to be done 1/22/24.

- **LB 23-12 STATUS AND SCHEDULING CONFERENCE FOR PROHIBITED PRACTICE COMPLAINT FILED BY COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO ON BEHALF OF QUINN MULHERN AND LANETTE VALDEZ FOR VIOLATING LMRO 3-2-10 (A)(1) THROUGH (7) AND (9) AND SECTIONS 19(A) THROUGH (H) OF PEBA 10-7E-1.**

Continued to 1/22/24.

- **LB 23-21 SCREEN AMENDED PPC FOR FACIAL VALIDITY FOR PROHIBITED PRACTICE COMPLAINT FILED BY AFSCME LOCAL 3022, COUNCIL 18, AFL-CIO PRESIDENT AUGUSTINE ROMERO ON BEHALF OF JUDY LUEBBERS AND MELANIE RODRIQUEZ, AGAINST THE CITY OF ALBUQUERQUE GENERAL SERVICE DIVISION & METRO SECURITY FOR VIOLATING CBA ARTICLE 1.7 AND LMRO § 3-2-10(A)(5)(7)(9).**

Assistant Attorney Jessica Serrano appeared on behalf of the City. Augustine Romero appeared on behalf of AFSCME Local 3022.

Chairman Baca read and reviewed the amended PPC aloud. Attorney Serrano discussed the City's objections to the amended PPC. The City asks the Board strike this amendment. Chairman Baca moved that the amended PPC be found facially valid. Mr. Perlman seconded. Voted and passed 3-0.

#### VI. ADJOURNMENT.

Chairman Baca adjourned the meeting at 10:31 am.



TED BACA, CHAIR

City Labor-Management Relations Board

2/5/24  
DATE