

From: [Barela, Shannen R., NMDOT](#)
To: [Enterprise Email Administrators](#)
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck
Date: Tuesday, March 9, 2021 10:32:30 AM
Attachments: [EXT Public employees notice of Supreme Court decision could affect your paycheck.msg](#)

Please block. Thank you!

From: Lopez, Brandon, NMDOT <Brandon.Lopez@state.nm.us>
Sent: Tuesday, March 9, 2021 10:31 AM
To: Barela, Shannen R., NMDOT <Shannen.Barela@state.nm.us>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

As requested

If you have any questions feel free to contact me.

THANK YOU



BRANDON LOPEZ
OFFICE MANAGER ET-III
(505) 285-6808
Brandon.Lopez@state.nm.us

From: [Martinez, Sandy, SPO](#)
To: [DoIT-Enterprise Support Desk, DoIT](#)
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck
Date: Tuesday, March 9, 2021 12:32:23 PM

Good afternoon,

AFSCME has contacted me regarding an email that went out to State employees this morning regarding the ability for union employees to cease Membership dues. See email notice that went out and Connie Derr, AFSCME Executive Director, asking for our help as to how this was able to be sent out and if DoIT can stop it now.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 10:32 AM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>; Arencon, Diego, GOV <Diego.Arencon@state.nm.us>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Sent: Tuesday, March 9, 2021 10:27 AM
To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>
Cc: Chris Armijo <chris@afscmenewmexico.org>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,
This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]
Sent: Tuesday, March 9, 2021 9:04 AM
To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*,

public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at [OptOutToday.com/AFSCME-18-NM](#) and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

From: [DoIT-Enterprise Support Desk, DoIT](#)
To: [Romero, Isaac, DoIT](#); [Garcia, Marcos, DoIT](#); [Trujillo, Fredrick, DoIT](#); [Adamson, Patrick, DoIT](#); [Martinez, Lorenzo, DoIT](#); [Cordova, Alicia, DoIT](#)
Subject: Action required for INCIDENT-20210309-00059
Date: Tuesday, March 9, 2021 12:33:02 PM

Action required for INCIDENT-20210309-00059

Recipient: Martinez, Sandy, SPO

Topic: DoIT - IN

Description:

FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Good afternoon,

AFSCME has contacted me regarding an email that went out to State employees this morning regarding the ability for union employees to cease Membership dues. See email notice that went out and Connie Derr, AFSCME Executive Director, asking for our help as to how this was able to be sent out and if DoIT can stop it now.

Sandy J. Martinez

Director Labor Relations

State Personnel Office

2600 Cerrillos Rd

Santa Fe, NM 87505

Phone: 505-795-1346

Fax: 505-476-7806

Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: *This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.*

From: Connie Derr <connie@afscmenewmexico.org>

Sent: Tuesday, March 9, 2021 10:32 AM

To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>; Arencon, Diego, GOV
<Diego.Arencon@state.nm.us>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Sent: Tuesday, March 9, 2021 10:27 AM
To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>
Cc: Chris Armijo <chris@afscmenewmexico.org>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,

This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]
Sent: Tuesday, March 9, 2021 9:04 AM
To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a](#)

[choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

[Click here](#)

From: Serna, Ricky A, SPO
To: [Cooper, Jessica, SPO](#)
Subject: FW: [EXT] Statewide Email Blast
Date: Tuesday, March 9, 2021 12:41:00 PM

Call you in a bit.

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Sent: Tuesday, March 9, 2021 12:35 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

FYI. I have issued a ticket to DoIT asking if the message can cease.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: *This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.*

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 12:15 PM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>

Cc: Josh Anderson <josh@afscmenewmexico.org>

Subject: [EXT] Statewide Email Blast

Hey Sandy,

We are finalizing an email to send out to the bargaining unit to push back on the email sent out this morning requesting members drop their dues. We will have it ready to go out by 2:00pm, so can you pls clear the decks for it to go out?

Have you all figured out how it got thru the state system? And will the administration send out an email as well?

From: Connie Derr <connie@afscmenewmexico.org>

Sent: Tuesday, March 9, 2021 10:32 AM

To: Sandy SPO Martinez (<Sandy.Martinez@state.nm.us> <Sandy.Martinez@state.nm.us>; 'Arencon, Diego, GOV' <Diego.Arencon@state.nm.us>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>

Sent: Tuesday, March 9, 2021 10:27 AM

To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>

Cc: Chris Armijo <chris@afscmenewmexico.org>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,
This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]

Sent: Tuesday, March 9, 2021 9:04 AM

To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>

Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

From: EnterpriseSupportDesk@state.nm.us
To: [Craft, Josh, DoIT](#); [Uberatna, Ravi, DoIT](#); [Griego, Melody, DoIT](#)
Subject: Action required for REQUEST-20210309-00065
Date: Tuesday, March 9, 2021 12:41:46 PM

Action required for REQUEST-20210309-00065

Recipient: Martinez, Sandy, SPO

Topic: Whitelist \ Blacklist Email Address

Description:

FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Good afternoon,

AFSCME has contacted me regarding an email that went out to State employees this morning regarding the ability for union employees to cease Membership dues. See email notice that went out and Connie Derr, AFSCME Executive Director, asking for our help as to how this was able to be sent out and if DoIT can stop it now.

Sandy J. Martinez

Director Labor Relations

State Personnel Office

2600 Cerrillos Rd

Santa Fe, NM 87505

Phone: 505-795-1346

Fax: 505-476-7806

Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: *This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.*

From: Connie Derr <connie@afscmenewmexico.org>

Sent: Tuesday, March 9, 2021 10:32 AM

To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>; Arencon, Diego, GOV <Diego.Arencon@state.nm.us>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Sent: Tuesday, March 9, 2021 10:27 AM
To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>
Cc: Chris Armijo <chris@afscmenewmexico.org>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,

This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]
Sent: Tuesday, March 9, 2021 9:04 AM
To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

[Click here](#)

From: [Serna, Ricky A, SPO](#)
To: [Salazar, John L, DoIT](#)
Subject: FW: [EXT] Statewide Email Blast
Date: Tuesday, March 9, 2021 1:01:20 PM

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Sent: Tuesday, March 9, 2021 12:35 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

FYI. I have issued a ticket to DoIT asking if the message can cease.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 12:15 PM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>

Cc: Josh Anderson <josh@afscmenewmexico.org>

Subject: [EXT] Statewide Email Blast

Hey Sandy,

We are finalizing an email to send out to the bargaining unit to push back on the email sent out this morning requesting members drop their dues. We will have it ready to go out by 2:00pm, so can you pls clear the decks for it to go out?

Have you all figured out how it got thru the state system? And will the administration send out an email as well?

From: Connie Derr <connie@afscmenewmexico.org>

Sent: Tuesday, March 9, 2021 10:32 AM

To: Sandy SPO Martinez (<Sandy.Martinez@state.nm.us> <Sandy.Martinez@state.nm.us>; 'Arencon, Diego, GOV' <Diego.Arencon@state.nm.us>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>

Sent: Tuesday, March 9, 2021 10:27 AM

To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>

Cc: Chris Armijo <chris@afscmenewmexico.org>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,
This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]

Sent: Tuesday, March 9, 2021 9:04 AM

To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>

Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

From: [Serna, Ricky A, SPO](#)
To: connie@afscmenewmexico.org
Cc: [Martinez, Sandy, SPO](#)
Subject: Email on Union Dues
Date: Tuesday, March 9, 2021 1:04:00 PM

Connie,

Just spoke with Secretary Salazar at DoIT. He is escalating the request to block the email sender immediately. Have a call in to Diego to discuss your other request. Will be in touch. Thanks!

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: [Martinez, Sandy, SPO](#)
To: [DoIT-Enterprise Support Desk, DoIT](#)
Subject: RE: Your request REQUEST-20210309-00065 has been resolved
Date: Tuesday, March 9, 2021 1:10:31 PM

Mr. Barajas is part of the AFSCME union, it is the email Mr. Barajas received that did not come from AFSCME or CWA and that AFSCME is asking the State to cease that email from Union [Accountability/matt@unionaccountability.com](mailto:matt@unionaccountability.com)

Union Accountability is not something State Personnel or our Collective Bargaining Agreements have authorized.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: DoIT-Enterprise Support Desk, DoIT <EnterpriseSupportDesk@state.nm.us>
Sent: Tuesday, March 9, 2021 12:50 PM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Subject: Your request REQUEST-20210309-00065 has been resolved

Hello,

Your call on 3/9/2021 12:32:19 pm (UTC - 7) described below has been resolved.

REQUEST RESOLUTION:

Please have anthony.barajas@state.nm.us> unsubscribe from the union email. We cannot block union emails for all State of New Mexico Employees.

- Josh Craft

If you believe your ticket has not been resolved to your satisfaction please contact the DoIT Service Desk at 505-827-2121.

Sincerely,
DoIT Service Desk

*****Please to not reply to this e mail*****

Description:

FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Good afternoon,

AFSCME has contacted me regarding an email that went out to State employees this morning regarding the ability for union employees to cease Membership dues. See email notice that went out and Connie Derr, AFSCME Executive Director, asking for our help as to how this was able to be sent out and if DoIT can stop it now.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: Connie Derr <connie@afscmenewmexico.org>

Sent: Tuesday, March 9, 2021 10:32 AM

To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>; Arencon, Diego, GOV <Diego.Arencon@state.nm.us>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>

Sent: Tuesday, March 9, 2021 10:27 AM

To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>

Cc: Chris Armijo <chris@afscmenewmexico.org>

Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,
This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]

Sent: Tuesday, March 9, 2021 9:04 AM

To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>

Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

Request Number: REQUEST-20210309-00065

Recipient: Martinez, Sandy, SPO

Topic: Whitelist \ Blacklist Email Address
Status: In progress

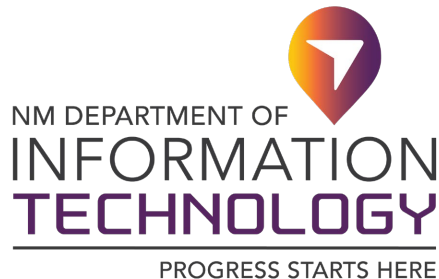
From: [Salazar, John L, DoIT](#)
To: [Craft, Josh, DoIT](#); [Enterprise Email Administrators](#)
Cc: [Johnson, Jason, DoIT](#); [Serna, Ricky A, SPO](#)
Subject: Re: [EXT] Statewide Email Blast
Date: Tuesday, March 9, 2021 1:10:48 PM
Attachments: [image001.png](#)
[image003.png](#)

Thanks, Josh.

Best,

John

John Salazar, PMP
Cabinet Secretary & State CIO
Cell: 505-699-3857



CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Craft, Josh, DoIT <Josh.Craft@state.nm.us>
Date: Tuesday, March 9, 2021 at 1:09 PM
To: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>, Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>
Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>
Subject: RE: [EXT] Statewide Email Blast

I am blocking unionaccountability.com right now.

Cheers!

Joshua R. Craft, M.S.
Department of Information Technology
Enterprise Email Team
State of New Mexico
josh.craft@state.nm.us
(505) 827-2729 Office
(505) 629-3942 Business Cell



Without continual growth and progress, such words as improvement, achievement, and success have no meaning.

From: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>
Sent: Tuesday, March 9, 2021 1:06 PM
To: Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>
Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

All,

I received an emergency call on this email situation described below. Can you please block unionaccountbilty.com email from coming into our system and if there are any emails already in our system, please inactivate them?

Please let me know if you have any questions or require additional information.

Best,

John

John Salazar, PMP
Cabinet Secretary & State CIO
Cell: 505-699-3857



CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Date: Tuesday, March 9, 2021 at 1:01 PM
To: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Sent: Tuesday, March 9, 2021 12:35 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

FYI. I have issued a ticket to DoIT asking if the message can cease.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 12:15 PM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Cc: Josh Anderson <josh@afscmenewmexico.org>
Subject: [EXT] Statewide Email Blast

Hey Sandy,

We are finalizing an email to send out to the bargaining unit to push back on the email sent out this morning requesting members drop their dues. We will have it ready to go out by 2:00pm, so can you pls clear the decks for it to go out?

Have you all figured out how it got thru the state system? And will the administration send out an email as well?

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 10:32 AM
To: Sandy SPO Martinez (Sandy.Martinez@state.nm.us) <Sandy.Martinez@state.nm.us>; 'Arencon, Diego, GOV' <Diego.Arencon@state.nm.us>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Sent: Tuesday, March 9, 2021 10:27 AM
To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>
Cc: Chris Armijo <chris@afscmenewmexico.org>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,
This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]
Sent: Tuesday, March 9, 2021 9:04 AM
To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>

Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

To: [Craft, Josh, DoIT](#); [Salazar, John L, DoIT](#); [Enterprise Email Administrators](#)
Subject: RE: [EXT] Statewide Email Blast
Date: Tuesday, March 9, 2021 1:30:55 PM
Attachments: [image002.png](#)
[image003.png](#)

Thanks Josh. Can you run a report to show if t

From: Craft, Josh, DoIT <Josh.Craft@state.nm.us>
Sent: Tuesday, March 9, 2021 1:10 PM
To: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>; Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>
Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>
Subject: RE: [EXT] Statewide Email Blast

I am blocking unionaccountability.com right now.

Cheers!

Joshua R. Craft, M.S.
Department of Information Technology
Enterprise Email Team
State of New Mexico
josh.craft@state.nm.us
(505) 827-2729 Office
(505) 629-3942 Business Cell



Without continual growth and progress, such words as improvement, achievement, and success have no meaning.

From: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>
Sent: Tuesday, March 9, 2021 1:06 PM
To: Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>
Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

All,

I received an emergency call on this email situation described below. Can you please block [unionaccountability.com](#) email from coming into our system and if there are any emails already in our system, please inactivate them?

Please let me know if you have any questions or require additional information.

Best,

John

John Salazar, PMP
Cabinet Secretary & State CIO
Cell: 505-699-3857

CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Date: Tuesday, March 9, 2021 at 1:01 PM
To: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Sent: Tuesday, March 9, 2021 12:35 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

FYI. I have issued a ticket to DoIT asking if the message can cease.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: *This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.*

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 12:15 PM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Cc: Josh Anderson <josh@afscmenewmexico.org>
Subject: [EXT] Statewide Email Blast

Hey Sandy,

We are finalizing an email to send out to the bargaining unit to push back on the email sent out this morning requesting members drop their dues. We will have it ready to go out by 2:00pm, so can you pls clear the decks for it to go out?

Have you all figured out how it got thru the state system? And will the administration send out an email as well?

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 10:32 AM
To: Sandy SPO Martinez (Sandy.Martinez@state.nm.us) <Sandy.Martinez@state.nm.us>; 'Arencon, Diego, GOV' <Diego.Arencon@state.nm.us>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Sent: Tuesday, March 9, 2021 10:27 AM

To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>
Cc: Chris Armijo <chris@afscmenewmexico.org>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,
This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]
Sent: Tuesday, March 9, 2021 9:04 AM
To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

From: [Serna, Ricky A, SPO](#)
To: [Salazar, John L, DoIT](#); [Griego, Melody, DoIT](#); [Craft, Josh, DoIT](#); [Enterprise Email Administrators](#)
Cc: [Johnson, Jason, DoIT](#)
Subject: Re: [EXT] Statewide Email Blast
Date: Tuesday, March 9, 2021 6:52:02 PM
Attachments: [image001.png](#)
[image002\[23\].png](#)
[image004.png](#)

Thanks, all. Appreciate the quick response.

Ricky

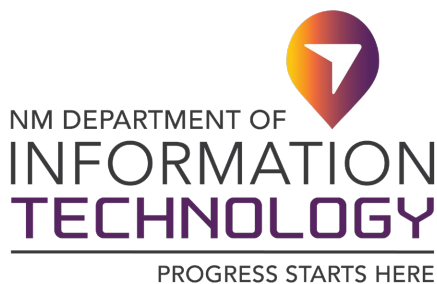
From: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>
Sent: Tuesday, March 9, 2021 6:25 PM
To: Griego, Melody, DoIT <Melody.Griego@state.nm.us>; Craft, Josh, DoIT <Josh.Craft@state.nm.us>; Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>
Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>; Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: Re: [EXT] Statewide Email Blast

Thanks Melody.

Best,

John

John Salazar, PMP
Cabinet Secretary & State CIO
Cell: 505-699-3857



CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Griego, Melody, DoIT <Melody.Griego@state.nm.us>
Date: Tuesday, March 9, 2021 at 6:07 PM
To: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>, Craft, Josh, DoIT <Josh.Craft@state.nm.us>, Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>

Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>, Serna, Ricky A, SPO
<RickyA.Serna@state.nm.us>
Subject: RE: [EXT] Statewide Email Blast

John,

Josh may already be off so I will remove this account as requested.

Thanks,

Melody L Griego, MCSE

IT Systems Administrator III

Department of Information Technology

Enterprise Email Team

Email: melody.griego@state.nm.us

<http://www.doit.state.nm.us/>

505-827-0642 office

505-699-5163 cell

"The source of continuing aliveness is to find your passion and
pursue it, with whole heart and single mind."

Gail Sheehy

From: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>

Sent: Tuesday, March 9, 2021 5:55 PM

To: Craft, Josh, DoIT <Josh.Craft@state.nm.us>; Enterprise Email Administrators
<EnterpriseEmailAdministrators@state.nm.us>

Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>; Serna, Ricky A, SPO
<RickyA.Serna@state.nm.us>

Subject: Re: [EXT] Statewide Email Blast

Hi Josh,

I was asked to remove the block. Can you please complete the task of removing the block, and let us know when task is completed?

I apologize for the inconvenience.

Best,

John

John Salazar, PMP

Cabinet Secretary & State CIO

Cell: 505-699-3857



CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Craft, Josh, DoIT <Josh.Craft@state.nm.us>
Date: Tuesday, March 9, 2021 at 1:09 PM
To: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>, Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>
Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>
Subject: RE: [EXT] Statewide Email Blast

I am blocking unionaccountability.com right now.

Cheers!

Joshua R. Craft, M.S.
Department of Information Technology
Enterprise Email Team
State of New Mexico
josh.craft@state.nm.us
(505) 827-2729 Office
(505) 629-3942 Business Cell



Without continual growth and progress, such words as improvement, achievement, and success have no meaning.

From: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>
Sent: Tuesday, March 9, 2021 1:06 PM
To: Enterprise Email Administrators <EnterpriseEmailAdministrators@state.nm.us>
Cc: Johnson, Jason, DoIT <Jason.Johnson@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

All,

I received an emergency call on this email situation described below. Can you please block

unionaccountability.com email from coming into our system and if there are any emails already in our system, please inactivate them?

Please let me know if you have any questions or require additional information.

Best,

John

John Salazar, PMP
Cabinet Secretary & State CIO
Cell: 505-699-3857



CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Date: Tuesday, March 9, 2021 at 1:01 PM
To: Salazar, John L, DoIT <JohnL.Salazar@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Sent: Tuesday, March 9, 2021 12:35 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: FW: [EXT] Statewide Email Blast

FYI. I have issued a ticket to DoIT asking if the message can cease.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd

Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: *This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.*

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 12:15 PM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Cc: Josh Anderson <josh@afscmenewmexico.org>
Subject: [EXT] Statewide Email Blast

Hey Sandy,

We are finalizing an email to send out to the bargaining unit to push back on the email sent out this morning requesting members drop their dues. We will have it ready to go out by 2:00pm, so can you pls clear the decks for it to go out?

Have you all figured out how it got thru the state system? And will the administration send out an email as well?

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Tuesday, March 9, 2021 10:32 AM
To: Sandy SPO Martinez (Sandy.Martinez@state.nm.us) <Sandy.Martinez@state.nm.us>; 'Arencon, Diego, GOV' <Diego.Arencon@state.nm.us>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Hey Diego and Sandy – Here's the email I was just referencing, Sandy. It is being sent to all the state email addresses of our AFSCME members, and I'm sure CWA members, too.

I would ask that the Administration 1) block any future emails from this firm, and 2) to pls send something out today stating that this effort is not condoned by this administration, that in fact this

administration encourages full employees' full participation through their union, AFSCME or CWA's union, etc.

Doable?

From: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Sent: Tuesday, March 9, 2021 10:27 AM
To: Sam Chavez <sam@afscmenewmexico.org>; Connie Derr <connie@afscmenewmexico.org>; 'shane youtz' <shane@youtzvaldez.com>
Cc: Chris Armijo <chris@afscmenewmexico.org>
Subject: FW: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

Morning all,
This is a lovely e-mail

Anthony (Tony B) Barajas
Senior CPS Investigator
NM Children Youth & Families Dept.
President AFSCME Local 2890
Work #575-770-4361
Fax # 751-0719

From: Union Accountability [<mailto:Matt@unionaccountability.com>]
Sent: Tuesday, March 9, 2021 9:04 AM
To: Barajas, Anthony, CYFD <anthony.barajas@state.nm.us>
Subject: [EXT] Public employees notice of Supreme Court decision could affect your paycheck

IMPORTANT NOTICE

Dear Anthony,

This email is to notify you that a U.S. Supreme Court decision eliminated your financial obligation to your union. [Continuing to pay union dues/fees is now a choice.](#)

For years, public employees were required to pay union dues to AFSCME Council 18 as a condition of employment, and the government automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's decision in *Janus v. AFSCME*, public employees can now demand [AFSCME Council 18 cease withholding union dues](#) from their paychecks.

The court ruled mandatory dues requirements violate workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

You can opt-out of AFSCME Council 18 dues by filling out the form at OptOutToday.com/AFSCME-18-NM and keep that money to use however you wish.

If you have any questions or need any assistance, please reply to this email or call us at 833-228-4969.

Freedom Foundation is a nonprofit policy organization committed to individual liberty, free enterprise and limited, accountable government.

This message was intended for: Anthony Barajas anthony.barajas@state.nm.us

[Unsubscribe](#)

From: Serna, Ricky A, SPO
To: [Arencon, Diego, GOV](#); [Casados, Teresa, GOV](#)
Subject: Draft Response to Email on Member Dues
Date: Wednesday, March 10, 2021 3:05:00 PM
Attachments: [Email to members.PNG](#)

Diego/Teresa

Attached is the email that went out yesterday to AFSCME members. There is a good chance CWA members will also receive the message – we got identical IPRAs for member information.

AFSCME leadership has asked for a response to address the inaccuracies of the message. Below is a draft of the response which can come from me. Appreciate any feedback.

Hello _____,

Yesterday you may have received an email with the following subject line: *Public employees notice of Supreme Court decision could affect your paycheck*

The following message is intended to provide clarity to the information provided by the email.

In order to maintain Union membership, you are still required to pay Membership Dues.

If you no longer want to be a Union member, our Collective Bargaining Agreement (CBA) allows employees to cease payroll deductions for Membership Dues in December of each year. Therefore, the next opportunity to cease Membership deductions will be in December 2021, at which point you can make a written request to cease such deductions.

I have attached the current CBA for your review. Please refer to Article 10, Section 4 which will guide you to the process.

Please note that the *Janus v. AFSCME* decision does not enable employees to be Union members without paying Membership Dues. Nor does *Janus* create the ability for employees to cease Membership deductions – that ability always exists, pursuant to the procedure in the CBA described above. Rather, the *Janus* decision prevents non-Union member employees from being charged a fair share fee to cover the Union's expenses related to collective bargaining and contract administration. As a result of the *Janus* decision, State of New Mexico employees have not been charged fair share fees since June 30, 2018.

Ricky Serna
Acting Director

New Mexico State Personnel Office
505-273-0293

From: [Arencon, Diego, GOV](#)
To: [Herrera, Donicia, GOV](#)
Subject: FW: Draft Response to Email on Member Dues
Date: Tuesday, May 18, 2021 11:10:52 AM

Diego Arencon, Deputy Chief of Staff
Office of Governor Michelle Lujan Grisham
diego.arencon@state.nm.us
(505) 690-7949

CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Arencon, Diego, GOV
Sent: Thursday, March 11, 2021 8:14 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>; Casados, Teresa, GOV <Teresa.Casados@state.nm.us>
Subject: RE: Draft Response to Email on Member Dues

Looks good.

Diego Arencon, Deputy Chief of Staff
Office of Governor Michelle Lujan Grisham
diego.arencon@state.nm.us
(505) 690-7949

CONFIDENTIALITY NOTICE: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited by law. If you are not the intended recipient, please contact the sender and destroy all copies of this message. Thank you.

From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Sent: Wednesday, March 10, 2021 3:06 PM
To: Arencon, Diego, GOV <Diego.Arencon@state.nm.us>; Casados, Teresa, GOV <Teresa.Casados@state.nm.us>
Subject: Draft Response to Email on Member Dues

Diego/Teresa

Attached is the email that went out yesterday to AFSCME members. There is a good chance CWA members will also receive the message – we got identical IPRA's for member information.

AFSCME leadership has asked for a response to address the inaccuracies of the message. Below is a draft of the response which can come from me. Appreciate any feedback.

Hello _____,

Yesterday you may have received an email with the following subject line: *Public employees notice of Supreme Court decision could affect your paycheck*

The following message is intended to provide clarity to the information provided by the email.

In order to maintain Union membership, you are still required to pay Membership Dues.

If you no longer want to be a Union member, our Collective Bargaining Agreement (CBA) allows employees to cease payroll deductions for Membership Dues in December of each year. Therefore, the next opportunity to cease Membership deductions will be in December 2021, at which point you can make a written request to cease such deductions.

I have attached the current CBA for your review. Please refer to Article 10, Section 4 which will guide you to the process.

Please note that the *Janus v. AFSCME* decision does not enable employees to be Union members without paying Membership Dues. Nor does *Janus* create the ability for employees to cease Membership deductions – that ability always exists, pursuant to the procedure in the CBA described above. Rather, the *Janus* decision prevents non-Union member employees from being charged a fair share fee to cover the Union's expenses related to collective bargaining and contract administration. As a result of the *Janus* decision, State of New Mexico employees have not been charged fair share fees since June 30, 2018.

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: [Serna, Ricky A, SPO](#)
To: [Bhakta, Prakash S, SPO](#)
Subject: Email Distribution
Date: Friday, March 12, 2021 10:47:00 AM
Attachments: [AFSCME Members Email List.xlsx](#)

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Serna, Ricky A, SPO
Bcc: [Connie Derr](#); [SPO-AFSCME](#); [Martinez, Sandy, SPO](#); [Cooper, Jessica, SPO](#)
Subject: Clarifying Note on Member Dues
Date: Friday, March 12, 2021 12:25:00 PM
Attachments: [afscme_contract_2009_1_.pdf](#)

Colleagues,

This week you may have received an email with the following subject line: *Public employees notice of Supreme Court decision could affect your paycheck*

The following message is intended to provide clarity to the information provided by the email.

In order to maintain Union membership, you are still required to pay Membership Dues.

If you no longer want to be a Union member, our Collective Bargaining Agreement (CBA) allows employees to cease payroll deductions for Membership Dues in December of each year. Therefore, the next opportunity to cease Membership deductions will be in December 2021, at which point you can make a written request to cease such deductions.

I have attached the current CBA for your review. Please refer to Article 10, Section 4 which will guide you to the process.

Please note that the *Janus v. AFSCME* decision does not enable employees to be Union members without paying Membership Dues. Nor does *Janus* create the ability for employees to cease Membership deductions – that ability always exists, pursuant to the procedure in the CBA described above. Rather, the *Janus* decision prevents non-Union member employees from being charged a fair share fee to cover the Union's expenses related to collective bargaining and contract administration. As a result of the *Janus* decision, State of New Mexico employees have not been charged fair share fees since June 30, 2018.

Sincerely and in Partnership,

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: [Martinez, Sandy, SPO](#)
To: [Serna, Ricky A, SPO](#)
Subject: FW: [EXT] AFSCME Strong Response
Date: Monday, March 15, 2021 3:18:38 PM
Attachments: [AFSCME Strong Response.pdf](#)

Ricky,

Do you want to do this or would you prefer I do it. If I do it, can you provide me the distribution link or list.

Thank you,

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Monday, March 15, 2021 3:09 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>; Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Subject: [EXT] AFSCME Strong Response

Good afternoon Ricky and Sandy,

While we work out whatever kinks exist in order to open up the gates for the AFSCME-represented employees' emails, can you kindly email the attached out to all of our AFSCME bargaining unit email addresses? And can you please make sure I receive an email as well?

Thank you.

From: [Serna, Ricky A, SPO](#)
To: [Connie Derr](#); [Martinez, Sandy, SPO](#)
Subject: RE: [EXT] AFSCME Strong Response
Date: Monday, March 15, 2021 3:51:00 PM

We'll work on getting it out before 5 today. Thanks!

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Connie Derr <connie@afscmenewmexico.org>
Sent: Monday, March 15, 2021 3:09 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>; Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Subject: [EXT] AFSCME Strong Response

Good afternoon Ricky and Sandy,

While we work out whatever kinks exist in order to open up the gates for the AFSCME-represented employees' emails, can you kindly email the attached out to all of our AFSCME bargaining unit email addresses? And can you please make sure I receive an email as well?

Thank you.

From: [Martinez, Sandy, SPO](#)
To: [SPO-AFSCME](#)
Cc: [Connie Derr \(connie@afscmenewmexico.org\)](mailto:connie@afscmenewmexico.org)
Subject: AFSCME Strong
Date: Monday, March 15, 2021 5:28:33 PM
Attachments: [AFSCME Strong Response.pdf](#)

Good afternoon,

On behalf of AFSCME Council 18 and Executive Director Connie Derr.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: *This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.*

From: [Serna, Ricky A, SPO](#)
To: [Bhakta, Prakash S, SPO](#); [Martinez, Sandy, SPO](#)
Subject: RE: AFSCME Strong
Date: Tuesday, March 16, 2021 10:15:00 AM

Thank you, sir.

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Bhakta, Prakash S, SPO <PrakashS.Bhakta@state.nm.us>
Sent: Tuesday, March 16, 2021 9:28 AM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>; Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: AFSCME Strong

Sandy,

You now have access to send to SPO-AFSCME DL.

Prakash Bhakta
Chief Information Officer
State Personnel Office (SPO)
Cell: (505) 469 – 3989

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments.

From: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Sent: Tuesday, March 16, 2021 8:07 AM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>; Bhakta, Prakash S, SPO <PrakashS.Bhakta@state.nm.us>
Subject: RE: AFSCME Strong

Good Morning Prakash,

Please let me know when I can conduct the email blast for AFSCME.

Thank you,

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Sent: Monday, March 15, 2021 5:54 PM
To: Bhakta, Prakash S, SPO <PrakashS.Bhakta@state.nm.us>
Cc: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Subject: FW: AFSCME Strong

Prakash,

Can you please add Sandy as a designated sender on the AFSCME DL? Thanks!

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Sent: Monday, March 15, 2021 5:31 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: FW: AFSCME Strong

FYI. Please see response. It was blocked. What do I do to correct this?

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.

From: Microsoft Outlook <MicrosoftExchange329e71ec88ae4615bbc36ab6ce41109e@NMGov.onmicrosoft.com>
Sent: Monday, March 15, 2021 5:29 PM
To: Martinez, Sandy, SPO
Subject: Undeliverable: AFSCME Strong



Your message to the group SPO-AFSCME@state.nm.us couldn't be delivered.

The group [SPO-AFSCME](#) only accepts messages from people on its allowed senders list, and your email address isn't on the list.

Sandy.Martinez	Office 365	SPO-AFSCME
Sender		Action Required
		Sender not allowed

How to Fix It

Ask the owner of the group to grant you permission to send to the group, and then try to send a message again. If the group belongs to a different organization than yours, contact the organization's customer service department for assistance. If the group is in your organization and you don't know who the group owner is, you can find it by doing the following in either Outlook on the web or Outlook:

- Open your Sent folder, and then select the original message.
- If you're using Outlook on the web, select the group name located on the To or CC line. If you're using Outlook, double-click the group name on the To or CC line.
- In Outlook on the web, from the pop-up dialog box, choose Owner. In Outlook, choose Contact. The owner's name is listed under Owner.

The owner of the group may have intentionally chosen to restrict who can send messages to it, and they may not want to adjust the existing restriction. In this case, you'll have to contact the group members by some other means, such as sending an email message to their individual email addresses or contacting them by phone.

Was this helpful? [Send feedback to Microsoft.](#)

More Info for Email Admins

Status code: 550 5.7.124

This error occurs when the owner of the distribution group or security group has set up the group to accept messages only from certain addresses. Even a group owner may not be automatically granted permission to send messages to the group.

To fix this issue, the group owner must add the sender's address to the group's allowed senders list. Usually this issue can only be fixed by the group owner.

For more information and steps to fix this issue, see [Fix email delivery issues for error code 5.7.124 in Office 365](#).

Original Message Details

Created Date: 3/15/2021 11:28:29 PM
Sender Address: Sandy.Martinez@state.nm.us
Recipient Address: SPO-AFSCME@state.nm.us
Subject: AFSCME Strong

Error Details

Reported error: 550 5.7.124 RESOLVER.RST.RestrictedToGroupPermission; not authorized to send to the distribution list because the distribution list is set up to accept mail from list members only, or specific recipients only
DSN generated by: BY3PR09MB7491.namprd09.prod.outlook.com

Message Hops

HOP	TIME (UTC)	FROM	TO	WITH	RELAY TIME
1	3/15/2021 11:28:30 PM	BY5PR09MB4753.namprd09.prod.outlook.com	BY5PR09MB4753.namprd09.prod.outlook.com	mapi	1 sec
2	3/15/2021 11:28:30 PM	BY5PR09MB4753.namprd09.prod.outlook.com	BY3PR09MB7491.namprd09.prod.outlook.com	Microsoft SMTP Server (version=TLS1_2, cipher=TLS_ECDHE_RSA_WITH_AES_256_GCM_SHA384)	*

Original Message Headers

Authentication-Results: state.nm.us; dkim=none (message not signed)
header.d=none;state.nm.us; dmarc=none action=none header.from=state.nm.us;
Received: from BY5PR09MB4753.namprd09.prod.outlook.com (2603:10b6:a03:248::23) by BY3PR09MB7491.namprd09.prod.outlook.com (2603:10b6:a03:353:118) with Microsoft SMTP Server (version=TLS1_2, cipher=TLS_ECDHE_RSA_WITH_AES_256_GCM_SHA384) id 15.20.3933.31; Mon, 15 Mar 2021 23:28:30 +0000
Received: from BY5PR09MB4753.namprd09.prod.outlook.com ([fe80::60e0:75b:44a9:c3c3]) by BY5PR09MB4753.namprd09.prod.outlook.com ([fe80::60e0:75b:44a9:c3c3%7]) with mapi id 15.20.3933.032; Mon, 15 Mar 2021 23:28:30 +0000
Content-Type: application/ms-tnef; name="winmail.dat"
Content-Transfer-Encoding: binary
From: "Martinez, Sandy, SPO" <Sandy.Martinez@state.nm.us>
To: SPO-AFSCME <SPO-AFSCME@state.nm.us>
CC: "Connie Derr (connie@afscmenewmexico.org)" <connie@afscmenewmexico.org>
Subject: AFSCME Strong
Thread-Topic: AFSCME Strong
Thread-Index: AdcZ6VhRYFZmfpxYT6GK0Zd2fuHJ3g==
Date: Mon, 15 Mar 2021 23:28:29 +0000
Message-ID: <BY5PR09MB4753BDD78E25E1DE4A8272A6D56C9@BY5PR09MB4753.namprd09.prod.outlook.com>
Accept-Language: en-US
Content-Language: en-US
X-MS-Has-Attach: yes
X-MS-TNEF-Correlator: <BY5PR09MB4753BDD78E25E1DE4A8272A6D56C9@BY5PR09MB4753.namprd09.prod.outlook.com>
MIME-Version: 1.0
X-Originating-IP: [73.26.97.145]
X-MS-PublicTrafficType: Email
Return-Path: Sandy.Martinez@state.nm.us
X-MS-Office365-Filtering-Correlation-Id: fead2b89-5622-4ce5-59c7-08d8e80a0ab8
X-MS-TrafficTypeDiagnostic: BY3PR09MB7491:
X-MS-Exchange-Transport-Forked: True
X-MS-Oob-TLC-OOBClassifiers: OLM:8882;
X-Microsoft-Antispam: BCL:0;
X-Microsoft-Antispam-Message-Info: qWHS2bB/bv9AFYIe5pt9RE0XjC+RhpilQdf714MD8pTPBJHpoEyU17UG56pN2qSJ/oMvJbu15rvtytYE3iHSHjldOtHMYg86iWArH6Dw95a718pn1VELT5Fert00u yePPUEg8CdFYeButul/nwPTYy+47SsesewXCg7R15kuEU6Htv12PyoCJweNjr6VBDssGxGCQKUFVmebfv1wcU9WK1/vg892qpXp10h6vKrcrIFg8fEDFCPTSi8Fu41 HGtCHuhzc9RsPhD3hcw+zh0kvHkeRB3g9Q4D/SeUCSgk/xf4i2zkEyF56puq/55ESt1eHxv8me0Z/etBRbr36IEYm6u5dq2PbKopSZA2Kpsq/nyUxIRRxA7/0Q9oFf HNYah9nSc8ORZ/LEnCnaOJ6c0ZTodfneHNTVuoxSfiJ1dttegKFjchSUpht1UgE0yFj/oEH2Ghs4FJgIeDgtSh4Hgo1MXmdB+jgnxtL1sFLuukOYI0V2pD874a56UW8 Ts4mmNkbJQLrE0u0BIE8j0fziLyfcv8FWr/fSsqz6vYfqcgKkaXd1wJvbHrNcA+A+WgGfSHeB4Qv2nx6KKRNLY8ELDUVTqDhJBHAMGtGc1iybZWXX7QHm=
X-Forefront-Antispam-Report: CIP:255.255.255.255;CTRY:;LANG:en;SCL:-1;SRV:;IPV:NLI;SFV:SKI;H:BY5PR09MB4753.namprd09.prod.outlook.com;PTR:;CAT:NONE;SFS:;DIR:INB;
X-MS-Exchange-AntiSpam-MessageData: =?us-ascii?Q?dHkQpi3Cdf3dpOh93C2VDduJ45bPyzVtePzoMEgtGA68Ku+cJzq2ESNqq1F?=?us-ascii?Q?q1qPwKpeRRDEwZB/Wu03FXCoxwjp0LgwGv+hibj7LBjz201qTFm1oXpGw7Yv?=?us-ascii?Q?gHL3VqIjHgrgVOv6EE9W09Ve+L4+hCx fMChZlGgMoSRNJQ1zXTgq1KCNv+PX?=?us-ascii?Q?h0mDpxgvwmqWUhshtu+fPaxhCOeTzW00DToh4wmMTTRcS0ccmFJLXmZBXV+d?=?us-ascii?Q?wwtUixCMMEVeyii3XqdwYlgC6oJSnNJLE/SoBhdT98t121BJPgff3zNLs5uT1?=?us-ascii?Q?MxE7mEBRUcdX7o+XLs9/yk9Enr9Tck/+Yz/CtdAlA1oBt47gPtQDpyaw2YK/?=?us-ascii?Q?Ft0STnWgshbQFm5e9H7wpdZJDUKMyd3z0MotC7raCHLZK3cqt5z2dZRBw+/Q?=?us-ascii?Q?t5Hnr7KCQgHcGahFidKF4PhTDLfTBb4ju9dQsrgKZFkQbEriDXEmuLN641NV?=?us-ascii?Q?Xhvi956wg9bIRskXArw4oh2iUcW8mtlpBACyG06a56/njHFIAJ4ReI6WZJV?=?us-ascii?Q?k2WCuYgmJnCq5PwVJNOTm67BKYPQafAQLcxVSPBaHkUAWi7K1COLRZvNZMIR?=?

=?us-ascii?Q?IrElz6CKVv1Qwq/7DuLGZ/b7//S2+rpafR72YZB5koctiXsWjlgGy7qndF/o?=
=?us-ascii?Q?m9l9sDMjeKty2TQ14hSJAnZGFMRA1tPKL+uFH9lNfJ8qTRNYZsElnblsa0kV?=
=?us-ascii?Q?vzNheFqizPrr894nrjFI78iMYhcqNin3YNrhpYoiWmAxHznnjoOXWUjP18QW?=
=?us-ascii?Q?Lu+6pBJxpqCIm45pEehjI63OVxZPFauAZDOLuFaxiKjZOLnRfAPqvhO4++12?=
=?us-ascii?Q?B/YkgItvVLDU48DaPtmJT1e/kLS7VL5ShGcrx1GFUyFWf7qsDsnIdIQ+HZBb?=
=?us-ascii?Q?TIsRKR7cMj4zRkd8Hk8Oq/7FgWd+QgVbLzb1JOFMxLiExcbfWmEpqE9a0hq6?=
=?us-ascii?Q?bo/vAV3ihWtka+byx5cjNsiNbc6iGCS4do4XUg5HVQJlamwjxZEL9T/JGcod?=
=?us-ascii?Q?9QdbC8txVi6DQeZgF+EH+jeTFHzwryryAYSJB2J9cGs26p1mGBxhJ3m+kePl?=
=?us-ascii?Q?XfI3oRDWACSXOOCg8D6XdIHbWtsjPQcM+IsXS3/zEaPWAPBJeUh/rMzrmvRn?=
=?us-ascii?Q?60HGUo+laCaGQ7YdjxYRy4NklfGXUMgSwx1gLJXTkT31J6HH9VZt6gUz2aBO?=
=?us-ascii?Q?WT0XFU77teJYn3aHOR1VN0V9Aqag9KOE9hRby4Bo+2ZcuUPpe/a1BNe/iya?=
=?us-ascii?Q?7okr1t0dee9v4V0EyCSy/Bb6DyJTsU1NXSMcqW7zyiyi37VbF4bNwhBUEwCw?=
=?us-ascii?Q?p4l8AxVESqmjc+BxXDKEu/ju?=-

From: [Serna, Ricky A, SPO](#)
To: [Bhakta, Prakash S, SPO](#)
Subject: RE: Email Distribution
Date: Friday, March 12, 2021 12:25:00 PM

Cancel that. I found it and got it sent. Thanks!

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Bhakta, Prakash S, SPO <PrakashS.Bhakta@state.nm.us>
Sent: Friday, March 12, 2021 12:13 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: Email Distribution

Ricky,

The SPO-AFSCME DL is ready for use. I am thinking you will add the DL in Bcc...correct?

Prakash Bhakta
Chief Information Officer
State Personnel Office (SPO)
Cell: (505) 469 – 3989

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

***NOTICE:** This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments.*

From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Sent: Friday, March 12, 2021 10:47 AM
To: Bhakta, Prakash S, SPO <PrakashS.Bhakta@state.nm.us>
Subject: Email Distribution

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: [Serna, Ricky A, SPO](#)
To: [Deubel, Rory, HSD](#)
Subject: RE: Clarifying Note on Member Dues
Date: Monday, March 15, 2021 9:13:00 AM
Attachments: [image001.png](#)
[image002.png](#)

Rory,

Great question. I have confirmed that an appropriate request was made to re-open negotiations thus allowing for the agreement to continue. Thanks!

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Deubel, Rory, HSD <Rory.Deubel@state.nm.us>
Sent: Friday, March 12, 2021 3:08 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

Where in the agreement is there any indication that either party did in fact provide notice to re-open for negotiations thus allowing for the agreement to continue? Should there not be an addendum?

Rory Deubel
FAA II
Consolidated Customer Service Center- SE Bernalillo
(800)283-4465 CSC
(855)804-8960 Fax

Confidentiality Notice: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message



From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Sent: Friday, March 12, 2021 3:06 PM
To: Deubel, Rory, HSD <Rory.Deubel@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

The agreement is active pursuant to the last sentence in that section. The first section you sent over pertains to fair share which is covered separately from dues. As was stated in my email, State of New Mexico employees have not been charged fair share fees since June 30, 2018. Don't hesitate to reach out with any additional questions. Thanks!

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Deubel, Rory, HSD <Rory.Deubel@state.nm.us>
Sent: Friday, March 12, 2021 2:42 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

I do. But it also seems to me that this agreement has expired.

ARTICLE 43

Expiration

This Agreement shall take effect on December 23, 2009 and shall expire on December 31, 2011. If either party wishes to modify, annul or terminate this Agreement or negotiate a successor, it shall give notice of its desire to reopen this Agreement for negotiations no later than July 1 of the year of expiration. Negotiation shall convene promptly after notice, but no later than August 1. If either party provides notice to reopen for negotiations, this Agreement will continue in full force and effect until it is replaced by a subsequent written Agreement in accordance with PEBA.

Rory Deubel
FAA II
Consolidated Customer Service Center- SE Bernalillo
(800)283-4465 CSC
(855)804-8960 Fax

Confidentiality Notice: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message



From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Sent: Friday, March 12, 2021 2:03 PM
To: Deubel, Rory, HSD <Rory.Deubel@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

Rory,

Thanks for your response. Did you have a question about this section?

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Deubel, Rory, HSD <Rory.Deubel@state.nm.us>
Sent: Friday, March 12, 2021 1:31 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

Article 11, section 2

Section 2. Employees who are required to make “fair share” payments may do so by **voluntary payroll deduction authorization which may be revoked at any time.** Authorizations and revocations shall be submitted in writing by the employee as follows:

- A. All Fair Share cards shall be submitted to the AFSCME union hall at 1202 Pennsylvania NE, Albuquerque, NM 87110, **or to the employee’s respective Agency HR office.**
- B. AFSCME Council 18 or the Agency shall stamp, date and initial each Fair Share card upon arrival identifying the Fair Share card was received. Each party shall make a copy of the Fair Share card, process the card and mail or fax a copy of the card to the other party.
- C. The Agency shall maintain a copy of the Fair Share card in the employee’s personnel file.
- D. The Employer will forward the monies so deducted to the Union together with a list of bargaining unit members from whose wages such monies were deducted.

Agreement Between The State of New Mexico and AFSCME Council 18

21

Rory Deubel
FAA II
Consolidated Customer Service Center- SE Bernalillo
(800)283-4465 CSC
(855)804-8960 Fax

Confidentiality Notice: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message



From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Sent: Friday, March 12, 2021 12:26 PM
Subject: Clarifying Note on Member Dues

Colleagues,

This week you may have received an email with the following subject line: *Public employees notice of Supreme Court decision could affect your paycheck*

The following message is intended to provide clarity to the information provided by the email.

In order to maintain Union membership, you are still required to pay Membership Dues.

If you no longer want to be a Union member, our Collective Bargaining Agreement (CBA) allows employees to cease payroll deductions for Membership Dues in December of each year. Therefore, the next opportunity to cease Membership deductions will be in December 2021, at which point you can make a written request to cease such deductions.

I have attached the current CBA for your review. Please refer to Article 10, Section 4 which will guide you to the process.

Please note that the *Janus v. AFSCME* decision does not enable employees to be Union members without paying Membership Dues. Nor does *Janus* create the ability for employees to cease Membership deductions – that ability always exists, pursuant to the procedure in the CBA described above. Rather, the *Janus* decision prevents non-Union member employees from being charged a fair share fee to cover the Union’s expenses related to collective bargaining and contract administration. As a result of the *Janus* decision, State of New Mexico employees have not been charged fair share fees since June 30, 2018.

Sincerely and in Partnership,

Ricky Serna

Acting Director
New Mexico State Personnel Office
505-273-0293

From: [Martinez, Sandy, SPO](#)
To: [Baxter, Bonita Y, CYFD](#)
Cc: [Serna, Ricky A, SPO](#)
Subject: RE: Clarifying Note on Member Dues
Date: Monday, March 15, 2021 2:39:48 PM

There is no penalty for not being a union member; it's your choice. There are benefits for becoming a union member. I suggest you contact a union steward who can inform you about the all the benefits.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: *This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately contact the sender for instructions.*

From: Baxter, Bonita Y, CYFD <BonitaY.Baxter@state.nm.us>
Sent: Monday, March 15, 2021 2:29 PM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Cc: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

Thank you for the clarification on that. I was a bit confused as I had understood that union dues were mandatory whether one joined the union or not. I also understood to make sure they were deducted so a large lump sum would not be deducted from one's paycheck for the deductions not previously deducted. So, there is no penalty for not having membership dues deducted from your payroll? Again, thank you for the clarification!

Blessings,

Bonita Y Baxter
ICWA Specialist
1031 Lamberton Pl NE
Albuquerque, NM 87107
BonitaY.Baxter@state.nm.us
505-218-1744

From: Martinez, Sandy, SPO
Sent: Monday, March 15, 2021 12:48 PM
To: Baxter, Bonita Y, CYFD <BonitaY.Baxter@state.nm.us>
Cc: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

Good morning Bonita,

Currently there are no payroll deductions occurring for you for Membership dues. However, if you were to choose to sign up and become a member and pay membership dues they would be \$17.91 per pay period.

Don't hesitate to contact me if you have further questions.

Sandy J. Martinez
Director Labor Relations
State Personnel Office
2600 Cerrillos Rd
Santa Fe, NM 87505
Phone: 505-795-1346
Fax: 505-476-7806
Sandy.martinez@state.nm.us

FOR COVID-19 INFORMATION & GUIDANCE: <https://cv.nmhealth.org/>

Follow Us!



NOTICE: This e-mail is intended only for the use of those to whom it is addressed and may contain information which is privileged, confidential and exempt from disclosure under the laws of the United States and State of New Mexico. If you have received this e-mail in error, do not distribute or copy it or any of its attachments and immediately

contact the sender for instructions.

From: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Sent: Monday, March 15, 2021 7:41 AM
To: Martinez, Sandy, SPO <Sandy.Martinez@state.nm.us>
Subject: FW: Clarifying Note on Member Dues

Sandy,

Can you please respond to Ms. Baxter? Thanks!

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293

From: Baxter, Bonita Y, CYFD <BonitaY.Baxter@state.nm.us>
Sent: Friday, March 12, 2021 3:16 PM
To: Serna, Ricky A, SPO <RickyA.Serna@state.nm.us>
Subject: RE: Clarifying Note on Member Dues

Hello,

I have been trying to find the amount of the union dues and how often they are taken out. Do you have that information? Thank you!

Blessings,

Bonita Y Baxter
ICWA Specialist
1031 Lamberton Pl NE
Albuquerque, NM 87107
BonitaY.Baxter@state.nm.us
505-218-1744

From: Serna, Ricky A, SPO
Sent: Friday, March 12, 2021 12:26 PM
Subject: Clarifying Note on Member Dues

Colleagues,

This week you may have received an email with the following subject line: *Public employees notice of Supreme Court decision could affect your paycheck*

The following message is intended to provide clarity to the information provided by the email.

In order to maintain Union membership, you are still required to pay Membership Dues.

If you no longer want to be a Union member, our Collective Bargaining Agreement (CBA) allows employees to cease payroll deductions for Membership Dues in December of each year. Therefore, the next opportunity to cease Membership deductions will be in December 2021, at which point you can make a written request to cease such deductions.

I have attached the current CBA for your review. Please refer to Article 10, Section 4 which will guide you to the process.

Please note that the *Janus v. AFSCME* decision does not enable employees to be Union members without paying Membership Dues. Nor does *Janus* create the ability for employees to cease Membership deductions – that ability always exists, pursuant to the procedure in the CBA described above. Rather, the *Janus* decision prevents non-Union member employees from being charged a fair share fee to cover the Union's expenses related to collective bargaining and contract administration. As a result of the *Janus* decision, State of New Mexico employees have not been charged fair share fees since June 30, 2018.

Sincerely and in Partnership,

Ricky Serna
Acting Director
New Mexico State Personnel Office
505-273-0293