



CITY OF ALBUQUERQUE

CITY LABOR-MANAGEMENT RELATIONS BOARD

MONDAY, MARCH 10, 2025

MEMBERS PRESENT:

Ted Baca
Bruce Perlman
Juan Montoya

OTHERS PRESENT:

Domonique Limon
Leigh Brunner
Catherine Gonzalez
Frederick Mowrer
Kenna O'Connell
Andrew Lewis
Brian Nichols
Kim Pruett

Casey Padilla
Mike Dorin
Emily Jaramillo
Louis Montoya
Kevin Morrow
Augustine Romero
Joel Villareal
Stephanie Gomez (Zoom)

James Montalbano (Zoom)
Milagro Padilla (Zoom)
Jason (Zoom)

MINUTES

I. CALL TO ORDER.

Chairman Baca called the meeting to order at approximately 9:03 a.m. All three Board members were present in person.

II. REVIEW AND APPROVAL OF AGENDA FOR MONDAY, MARCH 10, 2025.

Member Perlman moved to approve. Member Montoya seconded. Voted and passed 3-0.

III. REVIEW AND APPROVAL OF MINUTES FOR FEBRUARY 24, 2024.

Member Montoya moved to approve. Member Perlman seconded. Voted and passed 3-0.

IV. PUBLIC COMMENTS: Attorney Frederick Mowrer requested that the two IAFF matters be heard back-to-back so that individuals attending for those matters do not need to attend the entire meeting.

V. PRESENTMENT AND APPROVAL OF ORDERS:

• **LB 24-15 ENTRY OF SCHEDULING ORDER.**

Approved and Signed.

• **LB 24-22 STIPULATED ORDER OF CERTIFICATION.**

Chairman Baca asked if anyone was present from the CWA. Attorney Catherine Gonzalez appeared on behalf of the City and stated that the City was not sent this Order for approval prior to submission to the Board. The City is in agreement that the Triage employees have now been accreted as part of the bargaining agreement. Attorney Gonzalez stated that if they were to adopt the Order, that the Order be revised, to include language for dismissal. Attorney Gonzalez requested that this matter be placed on our next Agenda. Per Chairman Baca this matter will be placed on our Agenda for March 24, 2025.

VI. MISCELLANEOUS/STATUS CONFERENCE:

- **LB 25-04 FACIAL VALIDITY SCREENING OF PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 244 AND AGAINST THE CITY OF ALBUQUERQUE AND THE ALBUQUERQUE FIRE AND RESCUE DEPARTMENT FOR VIOLATING CBA SECTIONS 14 AND 15.**

Attorney Frederick Mowrer appeared on behalf of the IAFF and Attorney Catherine Gonzalez appeared on behalf of the City. Attorney Gonzales provided that the City's position is that this matter is moot, as the changes have not been implemented as the alleged prohibited practice. Attorney Mowrer requested further confirmation from AFR Chief Jaramillo, that the alleged violations have not been implemented. Attorney Catherine Gonzalez further advised that AFR had issued a memo advising that the current bid positions will remain in effect for the foreseeable future. Attorney Mowrer stated that based on that confirmation, the IAFF will withdraw the PPC. Attorney Mowrer will prepare the necessary Order for Withdrawal.

- **LB 25-07 FACIAL VALIDITY SCREENING OF PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY BRIAN K. NICHOLS ON BEHALF OF THE CITY OF ALBUQUERQUE AND AGAINST MIGUEL TITTMANN, in his official capacity as President of International Association of Fire Fighters Local 244, DANIEL P. LEWIS, in his official capacity as City Councilor, JOAQUIN BACA, in his official capacity as City Councilor, and INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 244 FOR VIOLATING CBA SECTION 3-2-5(A)(D).**

Attorney Brian Nichols appeared on behalf of City and Mayor Keller's branch. Attorney Frederick Mowrer appeared on behalf of the IAFF. Attorney Kevin Morrow appeared on behalf of the City and the City Council Member's named in the matter and stated that this matter was Amended late Friday afternoon, to include addition City Council Member who he has not yet had the opportunity of speaking to.

Chairman Baca advised that he has a conflict with this matter, as his daughter is an Attorney at Modrall Law Firm and a co-worker of Attorney Nichols. Chairman Baca stated that he is prepared to recuse himself from this matter.

Attorney Nichols asked Chairman Baca if he is open to agree to hear this matter should counsel agree. Chairman Baca This matter will be reset for the meeting of March 24, 2025.

- **LB 25-05 FACIAL VALIDITY SCREENING OF AMENDED PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE ALBUQUERQUE POLICE OFFICERS' ASSOCIATION OFFICER ANTHONY GUERRERA AND AGAINST THE ALBUQUERQUE POLICE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended.**

Chairman Baca read the PPC aloud and stated that no Exhibit A was attached and asked if the City has an objection to the facial validity of this matter. Attorney Andrew Lewis appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. Attorney Lewis stated that this matter does not meet the requirements of facial validity.

Attorney Leigh Brunner read aloud the requirements of facially validity listed in Rule 3.7 (A). Attorney Frederick Mowrer further argued his position.

Member Perlman spoke to the necessity of an Amended PPC to include the necessary CBA violation and the Exhibit attachment. This matter will be amended.

- **LB 25-06 FACIAL VALIDITY SCREENING OF PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE ALBUQUERQUE POLICE OFFICERS' ASSOCIATION OFFICER CURTIS HOFFMAN AND AGAINST THE ALBUQUERQUE POLICE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended.**

Chairman Baca read the PPC aloud and stated that no Exhibit A was attached. Attorney Andrew Lewis appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. Attorney Lewis stated that this matter does not specify which CBA violation was made and does not meet the requirements of facial validity. Attorney Mowrer further argued his position

Chairman Baca explained that what the Board needs not wants is that these filings meet the requirements of the rules.

Attorney Leigh Brunner read aloud the requirement of facially validity listed in 3.7 (A). Attorney Mowrer will Amend this PPC.

- **LB 25-08 FACIAL VALIDITY SCREENING OF PROHIBITED PRACTICE COMPLAINT FILED BY AUGUSTINE ROMERO, PRESIDENT OF AFSCME LOCAL 3022 COUNCIL 18, AFL-CIO, ON BEHALF OF TRANSIT SUPERVISOR CONRAD JAVIER AND AGAINST THE CITY OF ALBUQUERQUE TRANSIT DEPARTMENT FOR VIOLATING CBA SECTION 3-2-10 (A)(7).**

Chairman Baca read the PPC aloud and asked if the City had an objection to the facial validity of this matter. Attorney Andrew Lewis appeared on behalf of the City and stated that the City does not object.

Chairman Baca advised that this matter will be deemed facially valid.

- **LB 25-02 GRIEVANT'S MOTION TO RECONSIDER.**

Attorney Frederick Mowrer appeared on behalf of the APOA and argued his position on the matter. Attorneys Catherine Gonzalez and Andrew Lewis appeared on behalf of the City. Attorney Lewis argued his position on the Motion and the PPC being untimely and should be dismissed.

Member Montoya asked for clarification. Attorney Mowrer further argued his position. Attorney Lewis further argued the City's position providing examples of other matters which followed the process. Attorney Gonzalez provided additional clarification on the process and further argued the City's position.

Member Perlman provided clarification of the process and moved that the two Motions for Reconsideration be denied. Member Montoya seconded. Voted and Passed 3-0. Chairman Baca

- **LB 25-03 GRIEVANT'S MOTION TO RECONSIDER.**

Attorney Andrew Lewis moved that this Motion to Reconsider be moot, given the filing of the PPC was sent at 4:57 pm and was timely. Attorney Gonzalez further noted that after review the PPC did meet requirements and should be considered. We do still ask that the Motion to Reconsider be denied.

Member Perlman moved that the Motion to Reconsider in LB 25-02 be denied. Chairman Baca seconded. Voted and passed 3-0.

Attorney Mowrer asked if LB 25-03 would go back on the Agenda.

Chairman Baca confirmed that the Motion to Reconsider in LB 25-03 would be moot.

Member Perlman moved that the Motion to Reconsider in LB 25-03 be granted. Chairman Baca seconded. Voted and passed 3-0.

Attorney Lewis made an oral Motion to Reconsider the facial validity of LB 25-03, based on the PPC being timely received and a Motion that the Board rule to reject the arguments in the APOA's Motion to Reconsider.

Member Montoya stated that this Board has jurisdiction to rule over contract violations. Member Perlman further elaborated and noted that we do not want to confuse our jurisdiction and the requirements mandated by the rules for facial validity.

VII. ADJOURNMENT.

Chairman Baca moved to adjourn. Member Perlman seconded Voted 3-0. Meeting was adjourned at 10:30 a.m.



TED BACA, CHAIR
City Labor-Management Relations Board

March 24, 2025

DATE