

*I sent
@ this to Sandy
SPO & Roberta B
Will await
their feed back*



State of New Mexico
WORKERS' COMPENSATION ADMINISTRATION

BILL RICHARDSON
GOVERNOR

GLENN R. SMITH
DIRECTOR

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(505) 841-6000
<http://www.state.nm.us/wca>

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June 4, 2009

Dear Mr. Goold:

It has come to the agency's attention that you may be conducting union business and assisting the union in matters that relate to collective bargaining even though you are now considered a confidential employee. As a member of management in a confidential capacity, the agency is entitled to your undivided loyalty. As a confidential employee, you represent the agency, and the agency can be held liable for your actions and your statements can be imputed to the agency.

Consequently, it is a conflict of interest for you to engage in bargaining unit activity, assist bargaining unit employees in furthering grievances and/or complaints, and to conduct union business and assist the union while you are a confidential employee. ~~whether you are on or off duty.~~ While we strive for a cooperative relationship with the union, it is natural and common for adverse situations to arise between management and labor. **You are therefore directed to refrain from conducting union business or assisting the union on any matter that relates to collective bargaining with the state.**

Sincerely,

Laura Feight
Deputy Director of Operations