

# United Mine Workers of America

INTERNATIONAL UNION  
18354 QUANTICO GATEWAY DRIVE  
SUITE 200  
TRIANGLE, VA 22172-1779  
TELEPHONE: 703.291.2400



REGION IV ORGANIZING OFFICE  
906 EAST MAIN STREET  
TRINIDAD CO 81082  
TELEPHONE 719.846.2403  
FAX: 719.846.2362

To: **All Navajo Nation Employees**  
(Especially Local Union 2005 Membership United Mine Workers of America)

If you are an employee who works under Navajo Nation Head Start or Division of Public Safety, or if you do White Collar or Blue Collar work in the Executive Branch, you are affected by the Collective Bargaining Agreements that were signed on September 12, 2024. The Navajo Preference in Employment Act that was made law in the early 1990's guaranteed you the right to join or form a Union. Those rights were restored and recognized by the President Dr. Buu Nygren.

All Employees, whether you are paid hourly or exempt supervisors, are affected either directly or indirectly. President Dr. Buu Nygren understands and value your rights to organize and your wishes to have union contracts in your workplace. Your Union, the United Mine Workers of America (UMWA), and the Navajo Nation (Nation) have bargained three separate agreements for the Executive Branch, Division of Public Safety and Navajo Head Start. Your rights to union representation are now in full effect.

We are in the process of determining the best way for each employee to learn what is in these agreements. All those employees who elect to become members of the union will be able to vote to either ratify the agreements or not ratify them. Once most employees in each bargaining unit make the decision about their union membership the vote will be conducted. Your lawful right under the Navajo Preference in Employment Act allows for you to participate in your union without interference, restraint, or coercion by your employer or any person.

In each of these agreements Union Membership is voluntary. There is a separate notice that explains what this means and how you are affected. Please look for this notice on the DPM website. It also will be distributed in paper form. UMWA has been doing everything possible for you, the UMWA membership, to have your union, to have your representation, and to get your Local Union established. Some of you may know, that the UMWA was contacted back in the mid 1990's to help you, the Navajo Nation employees, to form a union, and they have not yet given up and have been representing you ever since.

The Navajo Nation and UMWA both agree that the union agreements are binding and will be in full affect upon ratification. Trainings on the contract agreements, how the union contracts are binding, and how the agreements apply to the day-to-day operations will be available to all employees, whether you supervise employees or your work allows you to become a member of the Union over the next few months.

Signed by,

  
Dr. Buu Nygren  
Navajo Nation President  
Date: 2.20.25

  
Justin Tsosie  
U.M.W.A. International Representative  
Date: 2.20.25

## Union Security Notice

We have completed bargaining on new agreement(s) with the Navajo Nation.

One of the major changes in the new agreement(s) is Union Membership.

In each of the three new agreement(s), **Union Membership is voluntary.**

This means you, as an employee, have the option to:

(1) Either continue as a member,

(2) join/sign-up to belong to the Union,

or

(3) not join/sign-up to belong to the Union.

You must be a member for the Union to represent you!

If you choose not to belong to the Union, and issue(s) arise at work, the Union cannot represent you. These issues may include passed over for job promotion, bad evaluation for a step increase, if you are written up, suspended, or discharged, or if you are not treated fairly.

If you stay as a member or join/sign-up, the Union must represent you.

It is your choice!

Union dues will be twelve (\$12) dollars per pay period. There is no initiation fee, other than an annual \$10 COMPAC assessment. Union membership will not change your employment status or leave accrual.

If you are a member under the old agreements, you will continue to be a member under the new agreement and no action is required.

If you do not want to be a member under the new agreement, you have thirty (30) days from the date of this notice to end your membership.

You can let us know what you want to do (join the Union, or cancel your membership) by emailing us at [region4@umwa.org](mailto:region4@umwa.org) or by writing us at P.O. Box 1809, Window Rock, AZ 86515.