

Memo of Understanding

This Memo of Understanding is between the University of New Mexico (UNM) and the Communications Workers of America (CWA). In accordance with Article 7, Minimum Wage:

“...the parties recognize that changes may need to be made to adjust for legislated minimum wage adjustments, and other compensatory related matters.” CWA and UNM understand that the University of New Mexico must raise all employees to at least \$11.50 per hour on January 1, 2022 in order to be in compliance with the minimum wage increase in New Mexico. In order to effectuate changes with the minimum wage, the Staff Salary Structure Table that UNM is updating will be applicable to bargaining unit employees. Those employees below the new grade minimum will be raised to the grade minimum effective January 1, 2022.

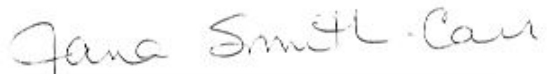
In an effort to understand and assess opportunities for improvement in wage rates for Custodians, CWA and UNM agree that Human Resources will conduct a study related to individual wage rates of Custodians within their current grade. The intent of the study would be to provide a recommendation regarding appropriate wage changes. The parties agree that this assessment would be conducted within the first quarter of calendar year 2022.

In addition, based on a recent market study, the parties agree that the Bus Driver position will be changed from Grade 7 to Grade 9. As a result, the wage rates for Bus Drivers will be updated to the following based on prior bus driving experience within both UNM and from any previous employer. The payment will be processed two weeks following the agreement. It will then be effective the pay period immediately following that process time:

\$18.29	6 months' to 2 years' experience
\$18.87	2.1 years' to 5 years' experience
\$19.60	5.1 years' experience and above



Teresa Costantinidis
UNM-Sr. VP, Finance and Administration



Jana Smith-Carr
CWA-Chief Negotiator