

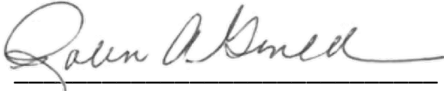
August 10, 2020

Memorandum of Understanding

This Memorandum of Understanding (MOU) between the University of New Mexico (UNM) and Communications Workers of America (the Union) is signed in acknowledgment that UNM will offer to main and branch campus staff employees who are eligible for the program, a one-time Voluntary Retirement Incentive Option (VRIO). The VRIO will be available to eligible employees who apply between August 24, 2020 and October 31, 2020, and retire on or before January 31, 2021. The Union acknowledges its approval of the VRIO as presented by UNM.

This MOU and its effectuation are non-precedent setting.

Dorothy T. Anderson
V.P. Human Resources



Robin A. Gould
CWA Staff Representative

Date

8/10/2020

Date