HUMAN RESOURCES

USUNM Contract Changes for FY2027

July 14, 2026

FY2027 negotiations with United Staff–UNM (USUNM) involved a full successor agreement. On July 13, 2026, The University of New Mexico (UNM) and USUNM reached an agreement on wage increases for FY2027.

The Agreement includes a one percent (1%) Mass Salary Update (MSU), effective July 11, 2026.

In addition to the negotiated MSU increase, the following items were also agreed upon:

Article 12: Wages and Salary Administration
Negotiated MSU of 1%.

At management's discretion:

Increases above 1%

For FY27, departments may provide increases above 1%, but no greater than 4% may be given on a limited basis at the department's discretion to address equity, performance, retention, or salary compression, or to address the impact to employees whose salary increase results in a change in contribution percentage for health benefits. These increases are contingent on sufficient internal funding.

Departments must use consistent criteria for determining additional increases and maintain internal documentation supporting their increase decisions. Examples of criteria to determine increases above 1% may include:

> The extent an employee's education and job-related experience exceed the minimum requirements for their position.
>
> The extent an employee's salary level trails market (salaries below the midpoint of the grade).
>
> Exceptional performance on goals or job responsibilities as documented in an employee's performance evaluation.
>
> Salary, compression, and internal equity recommendations based on HR's Salary Placement and Equity Tool (SPET).

Article 17: Miscellaneous Privileges
The agreement was amended to include the following language:

B. Bargaining unit employees may access and participate in the privileges identified in Section A, provided they meet the stated eligibility criteria.

C. Bargaining unit employees may purchase UNM parking permits in accordance with UNM Parking Policy and regulations.

Article 24: Negotiating Procedure
The parties agreed to remove references to the University Labor Resolution from the agreement to ensure the contract reflects current policies and practices.

The agreement was revised to increase the maximum paid time allotted to the Union negotiating team for participation in negotiations from eight (8) hours to ten (10) hours.

Article 33: Sick Leave
Contract language was updated to align with the April 2025 policy changes. The following language was added to the contract:

- mental and emotional wellbeing leave
- extension of Bereavement Leave pursuant to Article 41

Family members are defined as spouse, domestic partner of or is by blood, marriage, legal adoption, or foster a parent, grandparent, great grandparent, child, grandchild, great grandchild, brother, sister, niece, nephew, aunt, or uncle or is living in the household of an eligible employee.

Proof of relationship or residency in household may be required.

Article 38: FMLA
Contract language was updated to align with the April 2025 policy changes. The following language was added to the contract:

N. Employee may use available sick leave to supplement unpaid FMLA leave.

Article 41: Death in Family / Bereavement
Contract language was updated to align with the April 2025 policy changes. The following language was added to the contract:

- allow for bereavement leave to be used for a pregnancy loss
- allow for up to a maximum of five (5) working days which may be taken consecutively or intermittently

The definition of immediate family was updated to:

Spouse, domestic partner of or is by blood, marriage, legal adoption, legal guardianship, or foster a parent, grandparent, great-grandparent, child, grandchild, great-grandchild, brother, sister, niece, nephew, aunt, or uncle, first cousin or is living in the household of an eligible employee. Proof of relationship or residency in household may be required.

Clarification for use of annual, sick or leave without pay was included.

The employee may request the use of Annual or Sick Leave to extend bereavement leave or may request use of Leave Without Pay if an employee has an insufficient annual or sick leave balance.

Recognizing the wide variety of family configurations that exist, supervisors are strongly encouraged to approve accrued annual or sick leave or Leave Without Pay, in the same manner as bereavement leave would normally be allowed. The supervisor may request documentation in cases where it is deemed necessary.

Appendix A-1: Job Titles – Educational Support Unit

Teacher, Early Childhood was added due to accretion in 2025.

Appendix B: Salary Structure

The new staff salary structure will be updated and will be effective July 1, 2026.

New Contract term is July 13, 2026, through June 30, 2031.