



UNM

Division of Human Resources
Labor/Employee Relations

Summary of changes on the CWA Contract (Effective 7/1/16)

Article 7-Wages

- Merit Based Increase with same terms as for the rest of the non-union staff
 - Employees with sustained improvement as of October 15, 2016 will receive the \$550 lump sum.
- Shift Differential
 - Correction on Shift Differential timeframes to mirror LoboTime (Shift 2 to begin at 4 am instead of 4:30 am to ensure 24 hours broken into equal 8 hour increments).
 - Language changed to designate that employees get shift differential if “**at least half**” of their hours are worked in the shift (**rather than more than 4 hours worked in the shift**) to mirror LoboTime programming and policy language.
- Training and Certification
 - Language regarding mandatory training courses for University-wide training as being paid time was added. Due to taxation requirements, language was included regarding the possibility that employees may be responsible for some taxes depending on the certification/license.

Article 8-Overtime

- Compensatory time use was changed from 60 days to 90 days and now mirrors University Administrative Policy 3310.

Article 9-Work Schedules

- Language regarding flexibility in allowing departments to adjust the time of all bargaining unit employees in their area was added.
- Previously UNM was required to give notice to the Union and an opportunity to bargain on the effects of a reduction in shift that would impact the majority of workers in a 24 hour and/or 7 day operation in all cases, including short-term changes. Now UNM is only required to give notice on **long-term involuntary** reductions in shift (greater than 2 pay periods) where the **majority of the workers are impacted** but the provision refers to **all** operations rather than just 24 hour and/or 7 day operations.

Article 11-Holidays

- Holidays for Police Dispatchers will more closely match holidays for Police Officers.

Article 16-Miscellaneous Benefits

- The Union will provide input to the Parking Committee.

Article 21-Grievance Procedure

- Changes were made to allow email as an acceptable manner to file grievances and responses to grievances.

- In cases where an employee is a Spanish speaker who cannot converse in English and the employee is being delivered discipline or is being questioned as part of an investigation that could lead to his/her disciplinary action, the supervisor will advise the individual that he/she may request a Spanish speaking representative designated by the Union to sit in the meeting. This procedure will not delay the meeting more than 4 working days. Every effort will be made to have a Spanish speaking supervisor/manager to also be at that meeting.
- Grievance Timeframes on the following were extended at most steps (with the exception of those areas that currently have a longer time-frame):
 - Filing- Five to eight working days
 - Meeting- Five to eight working days
 - Response- Five to eight working days

Article 26-Matters not covered elsewhere

- The University will designate a UNM Representative to **verbally** translate coachings and counselings into Spanish at the **request of the employee.**
- The University and Union will be convening a small committee to discuss possible **recommendations** regarding work-related verbal or written translations into Spanish.

Term of Agreement

- July 1, 2016-June 30, 2019 with yearly reopeners that can consist of wages and two (2) other articles per party.

Note: Other minor language/clean-up changes were made; however, they are not substantive enough to list here.