

## CWA Contract Changes for FY2025

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June 24, 2024,

On June 21, 2024, The University of New Mexico (UNM) and CWA came to agreement regarding wages for CWA bargaining unit employees. The agreement consists of a three percent (3%) Mass Salary Update (MSU) effective July 1, 2024.

In addition to the negotiated MSU increase the below items were negotiated.

### **Article 7: Wages and Allowances, Section A**

- MSU increase criteria
  - Employees must have been hired prior to January 1, 2024 and have completed their probationary period prior to July 1, 2024.
  - Employees that have a centrally recorded 2023 Performance Evaluation must have a “Successful” rating listed on both the overall categories for job responsibilities and goals.
  - Non-probationary employees who have received a “Not Successful” rating listed on either of the overall categories for job responsibilities or goals may have the opportunity to raise their overall ratings. Any employees whose ratings have improved by September 7, 2024, will be provided with an updated performance evaluation, and must be centrally recorded by September 20, 2024. If so, the increase will be processed effective the payroll period beginning October 05, 2024.

### **Article 7: Wages and Allowances, Section 7 – Standby Pay**

The contract language was clarified to delineate standby pay periods for weekdays, weekends, and holidays to avoid confusion.

#### **Weekday Periods defined as:**

- Monday: 4:30 p.m. -8:00 a.m. Tuesday
- Tuesday: 4:30 p.m. – 8:00 a.m. Wednesday
- Wednesday: 4:30 p.m. – 8:00 a.m. Thursday
- Thursday: 4:30 p.m. -8:00 a.m. Friday
- Friday: 4:30 p.m. -8:00 a.m. Saturday

#### **Weekend Periods defined as:**

A weekend shall be the periods from 8:00 a.m. on Saturday, until 8:00 a.m. on Monday.

- Saturday: 8:00 a.m. Saturday-8am Sunday
- Sunday: 8:00 a.m. Sunday – 8am Monday

**Standby pay on holidays:**

The holiday is defined from 8:00 a.m. the day of the UNM recognized holiday listed in Article 11 until 8:00 a.m. the next day. If the holiday is longer than one day in duration the holiday standby time will be from 8:00 a.m. the day of the UNM recognized holiday until 8:00 a.m. the next day, for each day the employee is assigned standby duties until the university resumes operations.

**Article 11: Holidays, Section 6**

Clarified language pertaining to eligibility for up to forty (40) hours of holiday pay. Language was also updated to allow for staff whose normal work schedule include weekends but do not fall under the 24/7 operation to now be included as a holiday.

***Negotiated language:***

Employees are eligible for up to forty (40) hours of holiday pay per week during the Winter Break. Weekends that fall within the Winter Break will be included as holidays for employees who are normally scheduled to work weekends.

**Appendix F: Salary Structure**

The new staff salary structure will be updated and will be effective July 1, 2024.

\* *Contract term is July 1, 2023, through June 30, 2025.*