HUMAN RESOURCES

CWA Contract Changes for FY2027

Negotiations with CWA this year were conducted as a wage reopener. On June 2, 2026, The University of New Mexico (UNM) and the Communications Workers of America (CWA) reached an agreement regarding wages for FY2027.

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

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

Article 7: Wages and Allowances, Section A

- MSU increase criteria
  - Employees must have been hired prior to January 1, 2026 and have completed their probationary period prior to July 1, 2026.
  - Employees that have a centrally recorded 2025 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 August 8, 2026 will be provided with an updated performance evaluation, and it must be centrally recorded by August 21, 2026. If so, the increase will be processed effective the payroll period beginning September 4, 2026.

B. Increases above 1%

For FY2027, 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:

1. The extent an employee's education and job-related experience exceed the minimum requirements for their position.
2. The extent an employee's salary level trails market (salaries below the midpoint of the grade).
3. Exceptional performance on goals or job responsibilities as documented in an employee's performance evaluation.

4. For purposes of Internal Equity, the MSU increase is not considered a qualifying personnel action. Any salary adjustments resulting from the MSU increase do not impact Internal Equity for any current or future salary adjustments as given in Section 1.

Appendix F: Salary Structure

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

* *Contract term is July 1, 2025, through June 30, 2028.*