

CWA Mid-Contract Amendments for FY2022

Article 7-Wages and Allowances

- CWA bargaining unit staff will receive a 1.5% increase effective July 1, 2021 based on the following criteria:
 - Employees must have been hired prior to January 1, 2021 and have completed their probationary period prior to July 1, 2021.
 - Employees that have a centrally recorded 2020 Performance Evaluation must have a “Successful” rating listed on both the overall categories for job responsibilities and goals.

However, non-probationary employees who have not received a 2020 performance evaluation by their manager will not be prohibited from receiving the one-and-five-tenths percent (1.5%) MSU increase. In addition, non-probationary employees who have received an “Unsuccessful” rating listed on either of the overall categories for job responsibilities and goals may have the opportunity to raise their overall ratings. Any employees whose ratings have improved by September 10, 2021, will be provided with an updated performance evaluation and centrally recorded by September 24, 2021. If so, such increases will be effective October 9, 2021 and will be processed beginning with the October 9, 2021 pay period.

- CWA and UNM will meet this fall to discuss changes to the minimum wage in January 2022.

Article 21-Grievance Procedure

- Step 1 grievance responses to CWA must now include the email and other contact information for the step 2 recipient (Dean/Director).

Appendices A and B

- The Appendices were updated to include changes in accordance with recommendation changes from our Compensation Department. Bargaining unit titles which have most recently been used are listed at the beginning of the Appendices as active titles. If a department has interest in using a bargaining unit title that is listed as not currently being used, please contact the Compensation Department.

**Term of Agreement*

This was the FY2022 limited negotiations. The amendments above are effective July 1, 2021. The Contract is in effect until June 30, 2022.