

Memo of Agreement (MOA)

This MOA is between the University of New Mexico (UNM) and the Communication Workers of America (CWA) and indicates an agreement between the two parties regarding a one-time base salary increase for the bargaining unit staff with the title of Custodian.

The MOA will not be listed in the “Agreement Between the Communication Workers of America and the University of New Mexico Maintenance & Operations and Clerical/Technical Units” (Agreement). However, the MOA is dependent on the criteria listed below.

Such increases will be based on related experience as listed below and applied following the MSU and Minimum Wage increases, if applicable. Such increases shall be effective July 2, 2022, if:

- The Agreement is ratified and signed prior to July 1, 2022.
- The Custodian and Licensed Irrigation Tech MOAs are agreed to and signed prior to July 2, 2022.

Payment will be made July 22, 2022 if:

- The Agreement is ratified and signed by May 4, 2022.
- The Custodian and Licensed Irrigation Tech MOAs are agreed to and signed by May 4, 2022.

If the Agreement is signed after May 4, 2022, the effective date and timing on the Custodian MOA will be dependent on the date the Agreement and aforementioned MOAs are signed and must allow for the required processing time. Payments will not be retroactive to make up for a delay in an agreement between the parties.

Over ten (10) years of experience to fifteen (15) years of experience	\$15.25 per hour
Over fifteen (15) to twenty (20) years of experience	\$15.50. per hour
Over twenty (20) years of experience	\$15.75 per hour

Employees at or above the listed rates will not be eligible for an additional adjustment. This MOA will be considered non-precedent setting and not for use in future negotiations.

