

Memorandum of Agreement

This memo of Agreement (MOA) between the University of New Mexico (UNM) and the Communication Workers of America (CWA) indicates an agreement between the two parties that the bargaining unit staff shall receive a three percent (3%) increase. If this agreement is signed by March 25, 2022 the increase will be effective April 1, 2022. If agreement is reached after March 25, 2022, the increase will be effective 14 calendar days after the date the Agreement is signed. Payments will not be adjusted upwards to make up for a delay in agreement between the parties. This agreement will be considered non- precedent setting and not for use in future negotiations.

In order for staff to be eligible for the payment, the following criteria must have been met:

- Employees must have been hired prior to January 1, 2022.

Norma Allen

Teresa Costantinidis

UNM-Sr. VP, Finance and Administration

Date: 3/25/22

Jana Smith-Carr

Jana Smith-Carr

CWA-District Staff Rep

Date: 3/25/2022