

The University of New Mexico (UNM) and Communication Workers of America (CWA) have come to an agreement regarding wages for CWA bargaining unit employees. The agreement was ratified on May 12, 2022, and the FY23 contract was signed May 17, 2022.

The below outlines the negotiated wages for CWA covered employees for FY23. This summary represents highlights from signed agreement.

### **Article 7-Wages and Allowances**

CWA bargaining unit staff will receive a 4.0% increase effective July 1, 2022 based on the following criteria:

- Employees must have been hired prior to January 1, 2022 and have completed their probationary period prior to July 1, 2022.
- Employees that have a centrally recorded 2021 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 9, 2022, will be provided with an updated performance evaluation which must be centrally recorded by September 23, 2022. For those meeting these criteria, the increase will be processed effective the payroll period beginning October 08, 2022.

### **Minimum Wage**

- After the FY23 four percent (4%) Mass Salary Update (MSU), those CWA bargaining unit staff not yet earning fifteen dollars (\$15.00) per hour will receive a base salary increase to fifteen dollars (\$15.00) per hour.
- Bargaining Unit employees will not receive less than the minimum rate for their grade.