

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 27th day of April, 2020, by and between the University of New Mexico, hereinafter "UNM", as the employer and the Communications Workers of America, hereinafter "CWA", detailing the postponement of negotiations:

1. It was the intent of the parties to conduct negotiations as soon as possible, but due to the COVID-19 emergency, the parties understand that funding for economic terms subject to mandatory contract negotiations for fiscal year 2020-2021 have not been fully and finally appropriated to UNM by the State, nor allocated and approved by UNM's governing body.
2. Due to potential changes to appropriations and budget allocations, the parties agree to postpone contract negotiations until at least July, 2020 or otherwise until after full and final appropriation and allocation of funds for fiscal year 2020-2021 has been effectuated.
3. The parties agree that, once negotiations commence, the subject of retroactive increases will be discussed. If UNM provides a specific base wage change to non-bargaining unit employees, this same amount will be offered to CWA. If, through the appropriation and allocation process, the fiscal year 2020-2021 budget results in a wage decrease, the parties agree that it will not apply the wage decreases retroactively.
4. The parties agree that a tentative date of July 15, 2020 is set for the first negotiation session. The parties further agree that they may, by mutual agreement, reschedule this first negotiation session should the full and final appropriation and allocation of funds for fiscal year 2020-2021 not be effectuated by that date.
5. This agreement shall modify the current agreement between the parties to the extent noted above and all remaining provisions shall stay in full force and effect.

UNIVERSITY OF NEW MEXICO

COMMUNICATIONS WORKERS OF  
AMERICA



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Dorothy T. Anderson,  
VP Human Resources  
Date:

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Robin A Gould  
CWA Bargaining Agent  
Date: 4/27/2020