

Memo of Understanding

The following language will replace Section A.4. of Article 12, Wages, in accordance with the reopening of negotiations on wages, as provided by Article 43, Duration of Agreement.

Mass Salary Update (MSU)

For FY20, USUNM bargaining unit staff shall receive a three (3)% MSU increase effective July 1, 2019 or the first full pay period following signature of the MOU, if later. Timing of the payment is dependent on the date the Agreement is ratified and signed. In order for staff to be eligible for the payment, the following criteria must have been met:

1. Employees must have been hired prior to January 1, 2019 and completed their probationary period, and
2. Employees must have received either a centrally recorded 2018 Performance Evaluation or if the individual was probationary at the time, must have received a centrally recorded Probationary Performance Evaluation by March 1, 2019. In this case, either the 2018 Performance Evaluation or the Probationary Performance Evaluation must have a successful rating listed on both the overall categories for job responsibilities and goals.

Exclusions

Employees who have not received a 2018 performance evaluation by their management by March 1, 2019 will not be prohibited from receiving the three (3)% MSU increase.

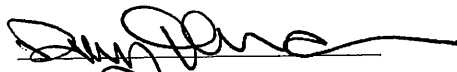
Individuals who have received an unsuccessful on either of the overall categories for job responsibilities and goals will have until September 13, 2019 to show consistent improvement via a successfully rated mid-year performance evaluation, as noted above. If so, the increase will be processed effective the payroll period beginning October 26, 2019.

Mid-Year Base Pay Increase

In addition, if a mid-year base pay increase is specifically appropriated in the non-regular session by the New Mexico Legislature as wages to be effective prior to the end of FY2020, then the bargaining unit members will be eligible for an increase in base pay according to same methodology that is adopted for non-bargaining unit staff.

MSU Exceptions/Out-of-Guidelines (OOG) Requests:

Individuals meeting criteria 1 and 2 above may be eligible for up to an additional two (2)% increase above MSU, provided that the department has sufficient justification for the merit increase and has received approval by the respective EVP or SrVP for their area. The effective date for all MSU Exceptions/OOG increases will coincide with the MSU effective date. All MSU Exceptions/OOG increases are also contingent upon sufficient recurring funding being available. In addition, all guidelines set forth by a department's funding agency, if applicable, must be met. All merit increases are solely at the department's discretion.



Dorothy T. Anderson
VP, Human Resources



Doris Williams
President, USUNM

*Signed by the parties on 6/6/19
Magdalena S. Vigil - Sultan
6/6/19*