

USUNM Contract Changes for FY2024

This was a full contract negotiation with USUNM. Below is a summary of the changes that USUNM ratified.

Article 12: Wages and Allowances

- MSU 6%
- Department discretion to submit USUNM bargaining unit members for an MSU above 6% but no greater than 9%
- Salary Placement to align with UAP 3500
Salary placement for qualifying personnel actions will be based on the position of the individual's qualifications including education and job-related experience, as well as budgetary considerations.
- Internal Equity to align with UAP 3500
The review of employees with the same bargaining unit job title will be reviewed at the department level for qualifying personnel actions. Effective January 1, 2024, management may extend the review up to the College/School/Division level, defined in Banner as Level 3 Organization. For purposes of Internal Equity, qualifying personnel actions include new hires, rehires, promotions, transfers, reclassifications, career ladders, demotions, and salary placement reviews.
- In-range Salary Adjustments
In-range salary adjustments will be considered when an employee's scope of responsibilities has expanded and the additional duties are a substantial part of the employee's workload. Because an in-range salary adjustment is used to acknowledge employees performing outside the scope of their regular job title, an in-range salary adjustment will not result in an evaluation of equity or equity-based adjustments for individuals in the same job classification.

Article 24: Negotiation Procedure

Updated language to reflect reference to Article 43 for Duration of contract. The previous language referenced an incorrect Article.

Article 31: Holidays

Addition of Juneteenth to the holiday list which was agreed upon via MOA on January 19, 2023.

Article 43: Duration of Agreement

Updated to reflect that the contract is effective through June 30, 2026.

Article 44: Signatures

Updated with current UNM and US-UNM signatory information.

Appendix A-1: Education Support Unit Job Titles

Updated to include previously agreed upon titles, International Edu Advisor and International Edu Advisor, Sr.

Appendix A-2: UNM Office of The Medical Investigator (OMI) Unit Job Titles

Updated to reflect 2021 title change from Morphology Technicians and Morphology Technicians Sr. to Autopsy Tech, Autopsy Tech, Sr, Accessioning Tech and Accessioning Tech, Sr.

Appendix B: Salary Structure

Accepted the new salary structure which will be effective July 1, 2023.

MOU for CCP Grant was added to contract as Appendix H.

MOU for Voluntary Retirement Incentive Option Program was added to contract as Appendix I.

Additionally, language was updated in the contract to reflect Letter of Improvement versus Oral Warning to align with University Administrative Policy 3215: Performance Improvement.

*** Contract term is July 1, 2023, through June 30, 2026.**