

SUMMARY OF CHANGES TO CWA-CNM CONTRACT

FOR RATIFICATION

JUNE 24, 2016

In spite of this being a bad year financially for CNM, CWA prevailed in making positive changes to your contract and we held the line on issues that mattered to us.

- Sick leave now accrues on a pro-rata basis for part time employees.
- Bereavement leave covers domestic partners
- FMLA requests can go through a Human Resource Consultant instead of the immediate supervisor
- If an employee is reassigned to a different campus or assigned different work, the employee will be given 10 day's notice except for discipline, safety, or at employee's request.
- Employees are eligible for all educational benefits unless there is ongoing discipline.
- Employees can choose to substitute trousers for shirts as long as they are equal value.
- If CNM determines there are sufficient funds for pay increases to non-represented (managers and supervisors) employees, they will also be provided to Maintenance and Operation employees in the bargaining unit.
- Employer will now pay up to \$175 for safety shoes.
- Both parties will receive non-economic proposals prior to bargaining.
- Employee now has more time to find a Union Representative to attend and assist response to a pre-disciplinary letter (72 hours from the date in the memo).
- Now have 15 working days to file a grievance.

There is NO CHANGE to the

- Drug/Alcohol policy in terms of safety sensitive positions
- The cap on compensatory time remains 240 hours
- Annual leave accruals

The Bargaining Team supports these changes and urges you to vote YES.

Donald Alire, President, Local 7076

Daniel Nogales, Grounds

Wes Peters, Maintenance

Arsenio Anaya, Maintenance