

THIS IS AN INTERVENING YEAR IN WHICH EITHER SIDE CAN OPEN ONLY TWO ARTICLE AND WAGES.

TENTATIVE AGREEMENT
BETWEEN THE
COMMUNICATIONS WORKERS OF AMERICA
AND THE UNIVERSITY OF NEW MEXICO
MAINTENANCE AND OPERATIONS AND CLERICAL/TECHNICAL UNITS
JULY 1, 2015—JUNE 30, 2016

ARTICLE 7. WAGES AND ALLOWANCES

There will be no wage increase in 2015-2016. There are no other changes to this article.

ARTICLE 9. WORK SCHEDULES

Section 1-7 are the same.

8. Seven-day operations and/or 24-hour-a-day operations may implement a change to the work schedule that does not comply with Sections 1 and 2 of this Article. Such a department that desires to implement a change in work schedules that will be effective for greater than 2 pay periods, consistent with the needs of the operations, must:

8.1 provide a minimum 2-week advance notice to affected employees and the Local Union President;

8.2 provide for assignment to be made by seniority within classification;

8.3 indicate to the affected employees and the Union the duration of such schedule changes.

8.4 An Employee will remain in their current schedule until the Union and the Employee are given notice as contained in Section ~~7~~8.1.

8.5 If a reduction in a shift is being made that impacts a majority of the workers in an organizational work group, the employees and the local union president would receive at least 30 days' notice. In this situation, the Union may request to bargain with the department over the effects of the shift reduction. This meeting will occur within the notice period.

Section 9-9.1.2 remain the same.

9.1.3 Any absence other than authorized in paragraph ~~8-1.2~~ **9.1.2** shall be paid for on the basis of the assigned daily tours or corresponding equivalent for partial days of absence.

9.1.4 Holiday pay will be paid in accordance with Article 11.

The remainder of the article is the same.

THE UNIVERSITY OF NEW MEXICO

By: ~~Jewel Washington, Interim VP~~ Date
Dorothy Anderson VP, Human Resources

COMMUNICATIONS WORKERS OF AMERICA

By: Robin Gould Date
CWA Staff Representative

Union Bargaining Team University Bargaining Team
Donald Alire, President, Local 7076 Magdalena Vigil-Tullar

~~Larry Lairson~~
~~Paula Armstrong~~
~~Dan Secrist~~

Grade 9

Senior Lab Animal Tech