

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
UNM HOSPITAL  
AND  
COMMUNICATIONS WORKERS OF AMERICA**

University of New Mexico Hospital (“UNMH”) and Communications Workers of America (“Union”) (collectively “the parties”) agree to the following:

UNMH and the Union recognize it is imperative that UNMH remain operational and efficient as it continues to provide essential services to its patients. To this end, the parties agree upon an incentive payment to provide additional compensation to employees in exchange for their continuing employment service. Employees hired on or before January 8, 2024 who remain actively employed for the period closing thirty (30) calendar days after final execution of this Agreement and through the payment date shall receive, on a pro-rata basis according to their FTE status assigned at the close of said thirty-day period if less than 0.9 FTE, a one-time incentive payment of six hundred dollars (\$600.00) gross, less applicable payroll deductions, on the first supplemental pay date following the close of said thirty-day period.

The parties have caused this Agreement to be executed by their authorized representatives on the dates noted below.

COMMUNICATIONS WORKERS OF AMERICA

Jana Smith Carr  
Jana Smith-Carr, CWA Representative

1/12/2024  
Date

UNM HOSPITAL

Kate Becker  
Kathleen Becker, CEO, UNM Hospital

1-22-24  
Date