MEMORANDUM OF UNDERSTANDING
BETWEEN
UNM HOSPITAL
AND
COMMUNICATIONS WORKERS OF AMERICA

FY24 Wage Reopener Addendum

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

1. Effective the first full pay period following ratification of the Agreement, raise Step 8 of all pay grades by 1% and adjust the remaining steps up and down to maintain the existing interval between steps, rounding each step amount to two decimal places.

   a. Employees will receive a pay increase to the new step rate maintaining the same step number assignment.

   b. Employees over the pay rate maximum for their position will receive any portion of the increase that exceeds the new pay rate maximum as a lump sum bonus reflecting a 12-month period (rounded to two decimal places). Payment will be made on the first supplemental pay date after the first full pay period following ratification of the Agreement

   c. The minimum pay steps used for Grades 15–20 of the salary structure will remain as follows:
      Grade 15 – Step 11
      Grade 16 – Step 9
      Grade 17 – Step 7
      Grade 18 – Step 5
      Grade 19 – Step 3
      Grade 20 – Step 1

2. Subject to subsection (a) below, each employee's current base rate of pay will then be increased by one (1) pay step on the salary structure effective the first full pay period following ratification of the Agreement.

   a. Employees at the pay rate maximum for their position will receive the value of a one-step increase as a lump sum bonus reflecting a 12-month period (rounded to two decimal places). Payment will be made on the first supplemental pay date after the first full pay period following ratification of the Agreement.

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_____   1/18/2024_____
Jana Smith-Carr, CWA Representative   Date

UNM HOSPITAL

_Kate Becker_____   2-14-24_____
Kathleen Becker, CEO, UNM Hospital   Date