Memorandum of Understanding

This Memo of Understanding (MOU) between the University of New Mexico (UNM) and Communication Workers of America (CWA) indicates an understanding between the two parties that, effective September 1, 2023 bargaining unit staff at the UNM Children's Campus and Kids Campus/Taos Branch will receive a one-time three dollars per hour (\$3.00) increase to their base pay while employed at the UNM Children's Campus and Kids Campus/Taos Branch to replace the three dollars per hour (\$3.00) temporary supplemental pay increase from the Competitive Pay for Professionals (CPP) Grant that expires August 31, 2023. Any future salary increases, including annually negotiated MSU increases, will be applied to this new base rate.

This MOU is contingent on UNM Children's Campus and Kids Campus/Taos Branch maintaining the subsidy. The one-time three dollars per hour (\$3.00) pay increase will be effective September 1, 2023, if the MOU is signed by August 28, 2023.

Kevin Stevenson VP, Human Resources Date: 08/24/2023

Jana Smith Can

Jana Smith-Carr CWA – District Staff Rep Date: <u>8/24/2023</u>