MEMORANDUM OF UNDERSTANDING BETWEEN
THE STATE OF NEW MEXICO AND
THE COMMUNICATIONS WORKERS OF AMERICA AFL-CIO, CLC STATE EMPLOYEE ALLIANCE

Intent: For the State of New Mexico, hereafter to be referred to as the "State" and CWA, hereafter to be referred to as the "Union," both of which will be referred to as "the parties" to enter into an agreement to implement Longevity Pay.

Justification: Employee recruitment and retention is important to both the State and the Union. The addition of Longevity Pay will help with both, and signals that the State values loyalty and long-term commitment.

Effective Date: July 1, 2025

Terms of MOU: Subject to legislative appropriation, the Parties agree the State will implement Longevity Pay, which will be paid in 26 equal increments on the Employee's regularly scheduled payday, beginning the first full pay period of July in the same fiscal year an individual completes the milestones listed below.

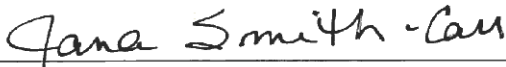| Years of Continuous Service	Annual Longevity Payment	Longevity Payment per pay period
5-9 years	$400	$15.38
10-14 years	$800	$30.77
15-20 years	$1,000	$38.46
20 years and above	$1,200	$46.15

Continuous Service means the Employee's length of service from the most recent date of hire/rehire with the State to the present, with no break in employment.

Only Union covered Employees within the State will be eligible for Longevity Pay.

Longevity Pay is not a general wage increase and will be separate from the Employee's base pay.

This agreement shall supersede and replace all prior agreements and understandings, oral or written between the parties regarding Longevity Pay. If the State agrees to a Longevity Pay Program for all executive state employees during the term of this MOU, those provisions shall be applied to Union covered employees.

For Communication Workers of America
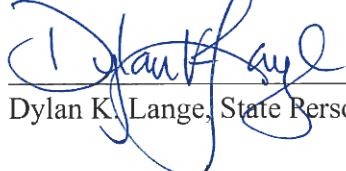AFL-CIO, CLC State Employee Alliance:

Jana Smith-Carr   1/16/2025

Jana Smith-Carr, CWA District 7 Staff Representative   Date

For the State of New Mexico:

Dylan K. Lange   1/16/25

Dylan K. Lange, State Personnel Director   Date