

**MEMORANDUM OF UNDERSTANDING BETWEEN THE STATE OF  
NEW MEXICO AND THE AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES, NEW MEXICO COUNCIL 18  
JOINTLY WITH COMMUNICATIONS WORKERS OF AMERICA, 7076,  
STATE EMPLOYEE ALLIANCE**

**August 15, 2025**

This Memorandum of Understanding is entered into by The State of New Mexico ("The State") and the American Federation of State, County and Municipal Employees, Council 18, along with Communications Workers of America State Employee Alliance ("The Unions").

**1. Longevity**

The parties have agreed that the previously agreed upon Longevity Pay system shall be modified as follows:

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

**Effective Date:** September 1, 2025

**Terms Of MOU:** 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
5-9 years	\$700
10-14 years	\$1,500
15-20 years	\$1,900
20 years and above	\$2,100

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.

This agreement is contingent upon legislative appropriation.

**2. Effect of Agreement**

Both parties agree and understand that this MOU does not waive any position either party may have regarding pending disputes or grievances.

AFSCME Council 18

CWA 7076, State Employee Alliance

Connie Derr

Connie Derr (Aug 18, 2025 15:32:27 MDT)

Jana Smith-Carr

Aug 18, 2025

Aug 18, 2025

Date

Date

The State of New Mexico

Dylan Page

08/18/25

Date