

MEMORANDUM OF UNDERSTANDING
UNM HOSPITAL
AND
COMMUNICATIONS WORKERS OF AMERICA

On November 4, 2025, the New Mexico Public Employee Labor Relations Board approved the certification of the accretion of all regular full-time and part-time Parking Attendant employees at UNM Hospital ("UNMH") into the Communications Workers of America ("CWA") bargaining unit. Accordingly, it is agreed as follows:

1. All regular full-time and part-time Parking Attendant employees at UNMH shall be accreted to the CWA bargaining unit, and the applicable CWA collective bargaining agreement shall apply to said employees, effective the first full pay period after execution of this agreement.
2. Said employees currently employed in the Parking Attendant classification shall remain at their current pay grade (Pay Grade 15) and individual pay rate until the next negotiated wage increase.
3. The parties shall meet to review issues related to the application of the CWA collective bargaining agreement to Parking Attendant employees, to include, but not limited to, uniforms, job safety, and job description.

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

COMMUNICATIONS WORKERS OF AMERICA

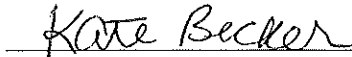


Paul Castaneda CWA District 7 Administrative Director

3/26/2026

Date

UNM HOSPITAL



Kathleen Becker, CEO

4-2-26

Date