

UNM Counter May 12, 2026

ARTICLE 11 HOLIDAYS

1. The holidays authorized by the University and observed by the bargaining unit shall be the following as determined by the President of the University:

Martin Luther King Day

~~President's Day~~

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving

Day After Thanksgiving

Winter Break: As declared by the President of the University with a copy in writing or via email to the local union. The schedule may be accessed at

<http://hr.unm.edu/abouthr/holidays.php>

2. When a holiday falls on an employee's normal day off, that holiday will be scheduled on the workday immediately preceding or following that regular day off.

3. To be eligible for holiday pay (straight-time rate) an employee must work the last regularly scheduled workday prior to the holiday and the next regularly scheduled workday following the holiday unless such employee is on authorized annual leave, authorized sick leave, approved leave with pay, or union leave with pay.

4. Holiday time off for employees will be paid for the number of hours obtained by dividing the employee's normal number of scheduled weekly work hours by five (5) for each observed holiday. At no time will an employee receive greater than eight (8) hours of holiday pay, regardless of schedule. Employees who are assigned a work schedule greater than eight (8) hours per workday, will be permitted to utilize leave without pay and/or accrued annual leave or compensatory time.

5. Employees required to work on a holiday shall be paid at a premium rate of one and one half (1 1/2) times their regular rate of pay (base wage plus shift differential, if applicable) for all hours actually worked on the holiday. Work available during the holiday will be posted in the department or unit for volunteers. Employees will be chosen by classification (position title), area of expertise, and then by order of seniority. If there are

insufficient volunteers, the least senior employee in the department will be chosen. Each day of the winter break will be posted and employees can select one or more days to work. In exchange for the employee working the holiday, the employee will also be given time off equal to the number of hours actually worked on the holiday at the employee's straight time rate. If the employee cannot be given another day off in lieu of the holiday within sixty (60) days or within the current fiscal year, whichever is sooner, the employee will be paid at straight time for that day.

6. Employees are eligible for up to forty (40) hours of holiday pay per week during the winter break. Weekends that fall within the Winter Break will be included as holidays for employees who are normally scheduled to work weekends.

7. Holidays shall be considered as time worked for the purpose of computing overtime.

* Dispatchers working a ten (10) hour shift to include weekends will receive eight (8) hours of pay at time-and-a-half, plus two (2) hours compensatory time at a straight time rate. The employee will also receive ten (10) hours of holiday pay at a straight time rate

TA


Milagro Padilla (May 12, 2026 10:50:52 MDT)

05/12/2026

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UNM Proposal May 12, 2026

APPENDIX A
Maintenance & Operations Position Titles
(Subject to change via MOU between UNM and
CWA)

Grade 5
Campus Svcs Asst/Branch
Cook
Custodian
Mover
Recycling Tech
Sports Equipment Attendant
Trades Tech Helper
Turf Tech
Parking Equipment Tech

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Milagro Padilla (May 12, 2026 10:50:52 MDT)

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ARTICLE 7 WAGES AND ALLOWANCES

- A. Eligible staff in the CWA bargaining unit shall receive an MSU increase of one percent (1%) effective July 1, 2026. If the Agreement is ratified and is signed by May 29, 2026, the increase will be effective July 1, 2026. This will be paid out on the check for the July 17, 2026 pay date. If an agreement is reached after May 29, 2026 the effective date and timing of the payment is dependent on the date the Agreement is ratified and signed and must allow for required processing time. Payments will not be retroactive to make up for a delay in an agreement between the parties.

In order for staff to be eligible for the payment, the following criteria must be met:

1. Employees must have been hired prior to January 1, 2026 and have completed their probationary period prior to July 1, 2026.
2. Employees that have a centrally recorded 2025 Performance Evaluation must have a “Successful” rating listed on both the overall categories for job responsibilities and goals.
3. For FY2027 non-probationary employees who have received a “Not Successful” rating listed on either of the overall categories for job responsibilities or goals may have the opportunity to raise their overall ratings. Any employees whose ratings have improved by August 8, 2026 will be provided with an updated performance evaluation and must be centrally recorded by August 21, 2026. If so, the increase will be processed effective the payroll period beginning September 4, 2026.

B. Increases above 1%

For FY2027, departments may provide increases above 1%, but no greater than 4% may be given on a limited basis at the department’s discretion to address equity, performance, retention, or salary compression, or to address the impact to employees whose salary increase results in a change in contribution percentage for health benefits. These increases are contingent on sufficient internal funding.

Departments must use consistent criteria for determining additional increases and maintain internal documentation supporting their increase decisions. Examples of criteria to determine increases above 1% may include:

1. The extent an employee’s education and job-related experience exceed the minimum requirements for their position.

2. The extent an employee's salary level trails market (salaries below the midpoint of the grade).
3. Exceptional performance on goals or job responsibilities as documented in an employee's performance evaluation.
4. For purposes of Internal Equity, the MSU increase is not considered a qualifying personnel action. Any salary adjustments resulting from the MSU increase do not impact Internal Equity for any current or future salary adjustments as given in Section 1.

Minimum Wage

In accordance with the State of New Mexico Minimum Wage Act, no employee will earn less than the cited minimum wage in effect at the time of administration of this Agreement under the requirements set forth in the Act.

While the current UNM pay scale has been applied to bargaining unit employees, the parties recognize that changes may need to be made to adjust for legislated minimum wage adjustments and other compensatory-related matters. The parties agree to discuss the effects of any changes to Appendix F (UNM Staff Salary Structure Table) and Appendix A and B (Position Titles) prior to any changes being made. Bargaining Unit employees will not receive less than the minimum rate for their grade.

1. Salary Determination

When hiring a new employee, rehiring a former employee, or adjusting a current employee's pay, management and HR will determine the employee's salary prior to making a salary offer or adjustment. For purposes of Internal Equity, qualifying personnel actions include new hires, rehires, reclassifications, career ladder, salary placement, transfers and demotions.

1.1. Salary placement for qualifying personnel actions will be based on the grade of the position and the individual's qualifications including education and job-related experience, as well as budgetary considerations. Salaries above the salary placement parameters may be considered for individuals who have highly desirable competencies or directly related experience or education that is extensively beyond the minimum requirements of the position or in cases of demonstrated market-related pressure on salary levels.

1.2. If an employee's salary is being adjusted due to a qualifying personnel action and the department has one (1) or more employees in the same position title, the new or adjusted salary shall not exceed the current salary of any employee in the department with the same position title who has comparable or greater

qualifications, including experience and/or education. If a qualifying action occurs, beginning on January 1, 2024, review of employees with the same bargaining unit title will be reviewed at the College/School/Division level, defined in Banner as Level 3 Organization.

1.3. If an employee's salary due to a qualifying personnel action would create such an inequity, department management must consult with the cognizant dean or director and the Department of Human Resources, to determine the appropriate salary adjustments for existing employees. Salaries of existing employees with comparable or greater qualifications within the department in the same position title must be adjusted to prevent inequities. The review of employees with the same bargaining unit title will be reviewed at the department level through December 31, 2023. Management reserves the right to review equity up to the College/School/Division level defined in Banner as Level 3 Organization. If a qualifying action occurs, beginning on January 1, 2024, review of employees with the same bargaining unit job title will be reviewed at the College/School/Division level. In exceptional circumstances, a dean or vice president may request approval to administer internal equity at a scope other than the Level 3 organization. Such requests shall: 1) require advance written approval of the appropriate Executive Vice President and the Assistant Vice President for Human Resources; 2) be subject to periodic review and renewal as necessary; and 3) not be considered for individual personnel actions or requests.

1.4. At least the minimum of the grade is paid to employees who meet the minimum qualifications of the position.

1.5. A starting wage above the minimum should be paid to applicants who have directly related qualifications beyond the minimum requirements for the position.

2. Promotional Increases

2.1. Promotional increases shall be determined in accordance with section 1, above. Promotions are defined as a change in position title that may result in a wage increase.

For promotions, equity will be reviewed as stated in sections 1.2 and 1.3 above.

3. Other Changes in Grade and/or Job Responsibilities

3.1. Reclassification

Wages resulting from a reclassification due to significant changes in a position's duties and responsibilities, will generally be determined according to section 1, this includes positions that are reclassified to a higher or lower grade. If the job title or position is moved to a lower grade, a wage reduction will not be effective until ninety (90) days after the employee has been notified in writing of the wage decrease. In addition, an employee may choose to exercise priority hiring rights

for any vacant position in the previously held classification.
For Reclassifications, equity will be reviewed as stated in sections 1.2 and 1.3 above.

3.2 Career Development Opportunities

Bargaining unit employees may participate in career development opportunities in accordance with University Administrative Policy (UAP) 3260, Career Development.

3.3 Market-Based Changes

Occasionally, market studies may be conducted on particular positions resulting in a change in grade. The new grade will be added to the Appendices either during the negotiations period or through a Memo of Understanding, if prior to negotiations. A market-based increase would occur if the employee is below the new minimum and salary may be adjusted upward when such adjustments are warranted.

4. Shift Differential

4.1. Employees whose normal work schedule requires at least half of their hours of work between 4:00 p.m. and midnight shall be paid an evening shift differential of forty cents (\$0.40) per hour for all hours actually worked in that shift.

Employees who normally work at least half of their hours between midnight and 8:00 a.m. shall receive a night-shift differential of fifty cents (\$0.50) per hour for all hours actually worked in that shift, effective August 6th, 2016. Employees of the Utilities Services Division shall continue to receive shift differential in accordance with current practice.

4.2. Workers whose rate of pay is adjusted upward for a temporary shift assignment are paid for annual leave, sick leave and holidays at their regular rate of pay.

4.3. Employees who are permanently assigned to shift work other than normal working hours of the department are compensated for annual leave, sick leave and holiday at normal straight-time rate including the shift differential.

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Article 7 Wages and Allowances - UNM LBFO

5.12.26

Final Audit Report

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