

Memorandum of Understanding (MOU)
Between
Central New Mexico Community College (CNM)
and the
Communications Workers of America (CWA)
For
Employees in the Maintenance and Operations Bargaining Unit

Whereas the Collective Bargaining Agreement (CBA) between CNM and the CWA is due to expire on June 30, 2027, and,

Whereas, during the 2026 legislative session, the New Mexico State Legislature appropriated a 1% compensation increase for employees in institutes of higher education, and,

Whereas, this is an interim contract year, and the scope of bargaining is limited, for each party, to Article 20, Wages and Allowances, and one other item, and,

Whereas, the parties have not established a time to meet for in person negotiations, and

Whereas, CNM 's Governing Board has budgeted a compensation increase of 1% for all eligible bargaining unit employees, and,

Whereas CNM is requesting to negotiate, via a memorandum of understanding, to implement the 1% increase effective July 1, 2026, and extend the contract end date to June 30, 2028.

Now, therefore, the parties agree to update the Collective Bargaining Agreement as follows:

ARTICLE 20: WAGES AND ALLOWANCES

20.1 Effective July 1, ~~2025-2026~~, all eligible bargaining unit employees shall receive a compensation increase of ~~at least 4%~~ 1% to their hourly rate of pay.

The remainder of Article 20: no change—current language

~~ARTICLE 33: TERMS OF AGREEMENT~~

~~33.1 This Agreement shall become effective upon the signature of the parties, subject to approval by the CNM Governing Board and shall remain in full force and effect until June 30, 2027, 2028.~~

~~The remainder of Article 33: no change—current language~~

TAM 6-23-26

IN WITNESS WHEREOF, the parties hereto have caused final agreement on their behalf.

CENTRAL NEW MEXICO COMMUNITY COLLEGE

By: Thomas A. Manning
Thomas A. Manning, Senior Labor Relations Officer

06/11/26
Date

THE COMMUNICATIONS WORKERS OF AMERICA

By: Jana Smith-Carr
Jana Smith-Carr, CWA Representative

6/11/26
Date

