

**MEMORANDUM OF UNDERSTANDING
BETWEEN
UNM HOSPITAL
AND
COMMUNICATIONS WORKERS OF AMERICA**

University of New Mexico Hospital and Communications Workers of America (“CWA”) (collectively “the parties”) agree to the following changes to the parties’ collective bargaining agreement:

Article 12 - WAGES AND ALLOWANCES

A. Wages & Allowances

1. The salary structure and pay grade assignments for all job classifications are set forth in Appendix C.
2. Effective July 5, 2026, or the first full pay period following ratification of the Agreement if later, raise Step 8 of all pay grades by 2% and adjust the remaining steps up and down to maintain the existing interval between steps, rounding each step amount to two decimal places.
 - a. Employees will receive a pay increase to the new step rate maintaining the same step number assignment.
 - b. Employees over the pay rate maximum for their position will receive any portion of the increase that exceeds the new pay rate maximum as a lump sum bonus reflecting a 12-month period (rounded to two decimal places). Payment will be made on the first supplemental pay date after the first full pay period in which the increase becomes effective.
 - c. The minimum pay steps used for Grades 15–20 of the salary structure will be as follows:
 - Grade 15 – Step 10
 - Grade 16 – Step 8
 - Grade 17 – Step 6
 - Grade 18 – Step 4
 - Grade 19 – Step 2
 - Grade 20 – Step 0

B. Hire Rate

1. The starting wage for employees with minimum qualifications is the minimum of the wage scale for the employees in their respective grade level. New employees hired for new employment will not be started above a maximum of Step 12.

2. Entry pay may be adjusted based on qualifications as reflected in the Employer's Wage and Salary Administration Policy.

Sections C – P, no change to current contract language.

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

UNIVERSITY OF NEW MEXICO HOSPITAL

Kate Becker
Kathleen Becker, CEO

7-16-26
Date

COMMUNICATIONS WORKERS OF AMERICA

Jana Smith-Carr
Jana Smith-Carr, CWA Representative

7/13/2026
Date