

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is entered into on this 16th day of - September, by and between the University of New Mexico, hereinafter "UNM", as the employer and United Academics-UNM, hereinafter "UA-UNM" (collectively "the Parties"). The Parties entered into a collective bargaining agreement effective July 1, 2021 through September 30, 2024.

The Parties hereby agree that the decision to award a merit increase is a management right, and seek to amend Article 7 of the UA-UNM Unit 1 Collective Bargaining Agreement as follows:

1. The parties agree that Article 7, H of the collective bargaining agreement shall be amended to state, "The Administration, in its discretion, may offer individual bargaining unit members salary adjustments as retention, merit and equity adjustments."
2. The parties seek to amend Article 7, Subsection J, of the Contract to address merit increase for Unit 1 bargaining members.
3. The parties agree that Article 7, Subsection J of the collective bargaining agreement shall be amended to state, "A list of such retention, merit, and equity increases shall be provided to the Union annual in March of each year. The list shall include the individual's name, rank, department, previous salary, amount of increase, and effective date."

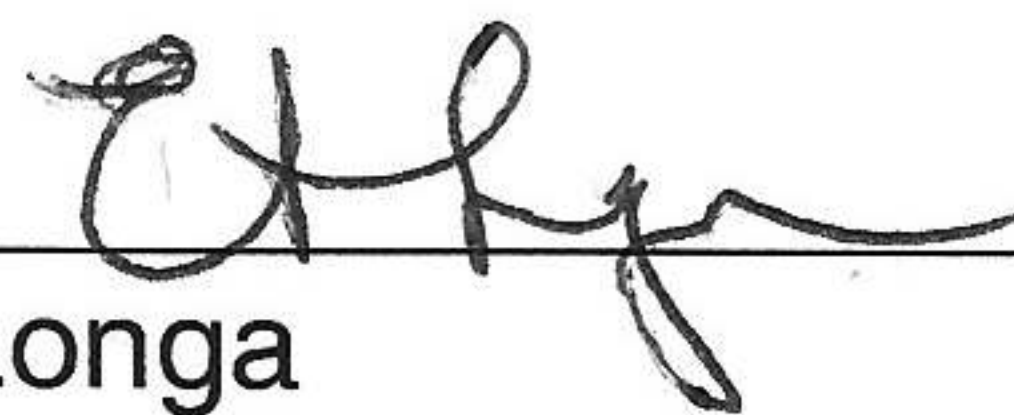
This MOA shall modify the current agreement between the Parties to the extent noted above and all remaining provisions shall stay in full force and effect.

UNIVERSITY OF NEW MEXICO



James Holloway  
Provost/Executive Vice President  
Date: 09/16/2021

United Academics - UNM



Ernesto Longa  
UA-UNM President  
Date: 09/17/2021