

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is entered into on this 18th day of October, by and between the University of New Mexico and United Academics-UNM. The parties entered into a collective bargaining agreement effective July 1, 2021 through September 30, 2024.

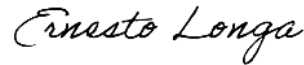
The parties hereby agree to amend Article 9, Sections D.1- D.2 of the UA-UNM Unit 1 Collective Bargaining Agreement as follows:

1. All bargaining unit members at 0.50 FTE or higher who have been employed at UNM at least one semester are eligible for up to one (1) semester of parental leave with full pay. Parental leave shall run concurrently with leave under FMLA. In taking parental leave, the expectation is that the bargaining unit member will spend this time caring for and bonding with a child who has recently joined the household.
2. If both parents are bargaining unit members, each is eligible for one (1) semester of parental leave with full pay. If both bargaining unit members are in the same department, the bargaining unit members and the chair will discuss how best to meet the needs of the department and the family including whether to take the parental leave concurrently or consecutively (preferably).

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

United Academics – UNM



James Paul Holloway
Provost and EVP for Academic Affairs
Date: October 18, 2022

Ernesto Longa
UA-UNM President
Date: October 18, 2022