

## MEMORANDUM OF AGREEMENT

By executing this Memorandum of Agreement ("MOA"), the parties hereto, the United Academics of the University of New Mexico (Unit 2) (hereinafter referred to as "UA-UNM" or "the Union") and the Regents of the University of New Mexico ("UNM" or the "University"), collectively referred to as the "Parties," hereby agree to modify **Article 7: Compensation** of the Unit 2 Collective Bargaining Agreement ("CBA") currently in effect as follows:

1. The Parties, having bargained in good faith over the terms and conditions of employment as stated in **Article 7: Compensation** of the CBA, hereby agree that effective the first full pay period following July 1, 2025, bargaining unit employees will receive the greater of a five percent (5.0%) increase to their pay rate or minimum, as more fully reflected in the attached **Article 7: Compensation** proposal. See attached proposal. The compensation increase reflected in the attached Article 7 is inclusive of the five percent increase to pay rate and an additional week of pay as referenced in Paragraph 3 below.

2. The attached proposal concerning **Article 7: Compensation** was proposed to the Union as the University's last, best, and final offer.

3. The Parties agree that the standard term for Adjuncts and Term Teachers for Spring, Summer, and Fall contracts will be from the Monday of the week before the beginning of the semester through the last day of the semester as defined by the University Registrar. The minimum pay rates published on the Office for Academic Personnel's website will reflect the five percent (5%) increase as referenced above in Paragraph 1 and the additional week of pay.

4. The Union knowingly and voluntarily agrees to the University's implementation of a salary increase for FY 2026 for Unit 2 bargaining unit members as referenced above in Paragraphs 1 and 3 and as more fully reflected in the attached proposal, and further agrees to accept the University's attached proposal and enter into a Tentative Agreement on the attached proposal for incorporation into the final contract for ratification upon conclusion of full-contract negotiations that the parties entered into in December 2024.

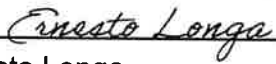
5. By entering into a Tentative Agreement to the University's last, best, and final offer regarding Article 7 attached herewith, both parties agree that all obligations they have to negotiate this Article as part of the full-contract negotiations that they have been engaged in since December 2024 will be met, and that both parties mutually waive any right they may have to further negotiate Article 7 through the life of the contract with the exception of annual wage reopener negotiations as provided more fully in the CBA.

6. The Parties acknowledge and agree that, should the parties to the CBA not reach agreement on a final contract, their agreement to this MOA and Tentative

Agreement to Article 7 of the Unit 2 contract constitutes a complete waiver of their right to reopen, renegotiate, or present a different proposal regarding Article 7 at any point during the life of the contract with the exception of annual wage reopener negotiations as provided in the CBA. This waiver includes but is not limited to any subsequent or different proposals to be included in any contract packages presented during impasse arbitration or subsequent litigation. It is the intent of the parties, by agreeing to this MOA and entering into a Tentative Agreement on Article 7, to fully and finally conclude negotiations regarding Article 7 of the Unit 2 CBA during the full contract negotiations that the parties began in December 2024.

**UNITED ACADEMICS OF THE  
UNIVERSITY OF NEW MEXICO**

**REGENTS OF THE  
UNIVERSITY OF NEW MEXICO**



Ernesto Longa  
President, UA-UNM

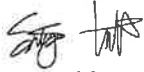
Date: July 8, 2025



Barbara Rodriguez  
Interim Provost

Date: July 8, 2025

T. A. 7/7/2025




ARTICLE 7.

UNIVERSITY OF NEW MEXICO PROPOSAL

UA-UNM UNIT 2 | ARTICLE 7 - LBFO

July 3, 2025 | 1:30 P.M.

COMPENSATION

TA for UNM  
  
7/8/25

- A. Effective the first full pay period following July 1, ~~2021~~2025, bargaining unit employees will receive the greater of a ~~four~~ five percent (5%) (~~4%~~) increase in pay rate or a minimum of one thousand six hundred thirty-nine dollars and ninety-seven cents (\$1,639.97) per credit for main campus faculty or one thousand one hundred thirty-five dollars and twenty-six cents (\$1,135.26) per credit for branch campus faculty. Only this article may be re-opened on an annual basis in order to address changes in compensation rates.
- B. Nothing in this article prevents the Administration from offering or not offering individual bargaining unit member salary increases, as needed, on a case-by-case basis at the ultimate discretion of the Administration for the purpose of retention or equity adjustments.
- C. Nothing in this article prevents a bargaining unit member from waiving any and all forms of compensation.
- D. Administration, in its discretion, may offer individual bargaining unit members salary adjustments as retention and equity adjustments.
- E. The Administration may grant salary increases to bargaining unit members as a response to a competing offer of employment or recruitment of a bargaining unit member by another employer in order to retain faculty.
- F. A list of such retention and equity increases shall be provided to the Union annually in March of each year. The list shall include the individual's name, rank, department, previous salary, amount of increase, and effective date.
- G. With agreement of the department chair, a Unit 2 bargaining unit member may participate in university sponsored professional development opportunities. Professional development includes but is not limited to: pedagogical training, technological training, curriculum development, and course or program reviews. The Professional Development opportunities must have a stipend associated with them and compensation for the professional development program will be paid via a Non-Standard Payment (NSP).
- H. In the event that a Unit 2 employee is employed to teach a course for a standard term of employment as provided in Article 12: Adjunct and Term Teacher Appointments and Reappointments, and that course is canceled for any reason, the employee will be compensated a prorated amount of the wage agreed to in the employment contract for that course through the date the course is canceled.
- I. Term Teachers will be compensated at least at a minimum pay rate of 10% above the minimum rates referenced in Paragraph A of this Article.