

MEMORANDUM OF AGREEMENT
Amending the Collective Bargaining Agreement between Western New Mexico University
(WNMU) and American Federation of State, County and Municipal Employees (AFSCME)
Local 3882 (Second Amendment)

WHEREAS, in December 2018, WNMU (University) and AFSCME Local 3882 (Union), collectively referred to as the Parties, entered into a collective bargaining agreement (CBA) establishing the terms and conditions of employment for employees of the bargaining unit covered by the CBA for the period of December 17, 2018, through December 17, 2021.

NOW, THEREFORE, the Parties agree to the terms of this **Second Amendment** as follows as resolution and in lieu of negotiations for Fiscal Year 2025:

Effective upon approval of this Second Amendment and signature by the authorized representative of each Party, the terms of Article 25 - WAGE INCREASE and Article 26 - TERM OF AGREEMENT will be updated to include the revised following language:

Article 25 WAGE INCREASE

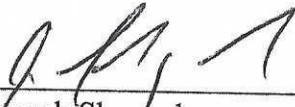
No earlier than March 15 and no later than April 15 of each year, the Union may submit its wage proposal to the University for consideration.

Effective, July 1, 2024, if the State of New Mexico allocates funds to WNMU for wage increases, bargaining unit employees' wage increases will be administered in the same manner as other WNMU staff.

Patrol Officer I bargaining unit employees are eligible to receive payments from the Law Enforcement Retention Fund (LERF) in accordance with the rules, guidance, and directives issued by the New Mexico Department of Finance and Administration and the New Mexico Department of Public Safety for the duration of the LERF's existence. WNMU is not responsible for the continuance or discontinuance of LERF funds and does not guarantee nor is WNMU responsible for payments if the funds from LERF are no longer available.

Article 26 TERM OF AGREEMENT

This Agreement shall become effective upon signature by the President of the University and approval of the Board of Regents and shall remain in full force and until June 30, 2025. Either party may open negotiations for wages and two (2) non-economic items by submitting written notice to the other party during the month of April. If neither party requests the opening of negotiations in the month of April, this Agreement will be extended for additional one (1) year periods.



Dr. Joseph Shepard
President, Western New Mexico University

4-29-24
Date



Waldo Winborn
President, AFSCME Local 3882

4-12-24
Date