

CNM HUMAN RESOURCES

2014 JUN 30 AM 8:31

Memorandum of Understanding (MOU)

Between

Central New Mexico Community College (CNM)

and the

CNM Employees Union, Local 4974 of AFT NM/AFT/AFL-CIO (CNMEU)

The Collective Bargaining Agreement (CBA) between CNM and CNMEU for Full Time Faculty that is currently in effect expires on August 31, 2015. In accordance with that agreement, the earliest the next negotiation cycle can commence is June 2, 2015. The parties, by mutual agreement, consent to this memorandum of understanding for the purpose of updating three contract provisions prior to the commencement of the next negotiation cycle. The contract language will be amended to include the updated provisions.

The three provisions are:

- 1) Article 31 Educational Benefits: The College shall continue to offer educational benefits to employees to support and encourage professional development and career advancement for employees. Beginning with the Fall Semester of 2014, educational benefits for faculty and their dependents shall be administered in accordance with the provisions of CNM's Employee Handbook. The Governing Board approved a resolution on April 8, 2014, authorizing this increased benefit for non-bargaining unit members. The MOU would allow Full Time Faculty to receive the benefit without having to wait until the next negotiation cycle. The MOU would also allow the other AFT bargaining units (Security, Instructional Support, and Part Time Faculty) to negotiate educational benefits, wages, and two other items during the collective bargaining cycle that will open in 2014.
- 2) The parties agree to extend the contract expiration date from August 31, 2015, until August 31, 2016.
- 3) The parties agree to continue in 2015 the provision in the Duration clause of the contract that states if the College does not provide a pay increase to faculty of 1% or greater to base pay than the general increase approved in the Governing Board Compensation Resolution for employees not covered by a collective bargaining agreement, the union may reopen the negotiations in the month of September on the limited issue of base pay and one (1) other issue.

Compensation: The College will add an additional 2.27% to the 3% recurring pay increase already approved for Full Time Faculty effective with the start of Fall Semester 2014.

CNM Employees Union

Central New Mexico Community College

By: Andrew Russell      6/30/14  
President                      Date

By: Thomas A. Manney      6/30/14  
Labor Relations Officer      Date