

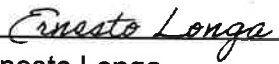
MEMORANDUM OF AGREEMENT

By executing this Memorandum of Agreement ("MOA"), the parties hereto, the United Academics of the University of New Mexico (Unit 1) (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 1 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 other than Research Lecturers, Research Assistant Professors, Research Associate Professors, and Research Professors will receive a **four percent (4.0%)** increase, and bargaining unit employees who hold titles of Research Lecturer, Research Assistant Professor, Research Associate Professor, and Research Professor will receive a negotiated change in base salary subject to the availability of research contract funding, as more fully reflected in the attached **Article 7: Compensation** proposal. See attached proposal.
2. The attached proposal concerning **Article 7: Compensation** was proposed to the Union as the University's last, best, and final offer.
3. The Union knowingly and voluntarily agrees to the University's implementation of a salary increase for FY 2026 for Unit 1 bargaining unit members as referenced above in Paragraph 1 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.
4. 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.
5. 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 1 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 1 CBA during the full contract negotiations that the parties began in December 2024.

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


Ernesto Longa
President, UA-UNM

Date: July 8, 2025

**REGENTS OF THE
UNIVERSITY OF NEW MEXICO**


Barbara Rodriguez
Interim Provost

Date: July 8, 2025