

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter “this Agreement”) is made by and between the Regents of the University of New Mexico (“UNM” or “the University”) and United Electrical, Radio, and Machine Workers of America (“UE-UNM” or “the Union”), collectively referred to hereinafter as “the Parties”. The Parties entered into a Collective Bargaining Agreement, in effect from October 29, 2025 through June 30, 2028.

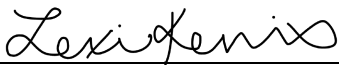
After having reopened negotiations between the Parties as provided in Article 23 (Duration) of the Collective Bargaining Agreement, and upon execution of this Agreement, the Parties agree to replace Article 5 (Compensation) of the Collective Bargaining Agreement with the attached superseding Article 5 (**Exhibit A**) contingent upon signature of this Agreement by both Parties. The Parties agree that, so long as both Parties sign this Agreement, the “effective date” of this Agreement is the date that the last party executes this Agreement.

This Agreement has been entered into freely and voluntarily between the Parties, based on their own judgment, knowledge, and information without relying on any promise or understanding except as expressly provided herein.


Each party has executed this Agreement on the date indicated by their signature below.

**UNITED ELECTRICAL, RADIO, and
MACHINE WORKERS OF AMERICA**

**REGENTS OF THE
UNIVERSITY OF NEW MEXICO**



Lexi Kenis
President, UE-UNM



Barbara Rodriguez (Jun 15, 2026 13:47:37 MDT)
Barbara Rodriguez
Provost & Executive Vice President of
Academic Affairs

Date: June 15th, 2026 Date: June 15, 2026

ARTICLE 5. COMPENSATION

- A. UNM will establish minimum effective pay rates for Teaching Assistants (TAs), Graduate Assistants (GAs), and Research Assistants (RAs). UNM will establish a minimum hourly rate for Project Assistants (PAs).
- B. Effective the first full pay period of the Fall 2026 semester, bargaining unit employees, other than RAs, will receive a two and a half percent (2.5%) increase to the hourly rate or salary amount, as provided in the existing assistantship contracts in place at the time of ratification and signature of this Agreement article by the University. The salary increase will be prorated for the remainder of the assistantship contract. Any new assistantship contracts entered into for Fall 2026 or later will meet the minimum salaries identified below.
- C. Every bargaining unit member who holds a research assistantship will receive an increase similar to those set forth in subsection B above subject to availability of research contract funding, as determined by their supervisor. To give a raise less than that set forth in subsection B above, a supervisor must receive approval from the department chair prior to issuing the contract.
 - 1. The University will provide the Union with a report of Research Assistantship holders who received a salary increase for less than that set forth in subsection B above. This report will be delivered electronically to the Union by the fourth Monday after the start of the semester in which the increase in subsection B above takes effect. The report will contain information allowable under law to include at least the percent salary increase awarded, the department of the Research Assistant, and the reason for the amount awarded.
- D. Departments may offer salaries or hourly rates higher than the minimums. Bargaining unit members are eligible for non-standard payments (NSPs) in accordance with University policy. An NSP is initiated by the department and approved by the department chair, the corresponding dean, and the Office of Academic Affairs. Information about this process will be listed on the OAP website.
- E. Salary and hourly rates shall be paid at or above the following minimums for all assistantship contracts entered into for Fall 2026. The adjustment of the minimum salary and hourly rates set forth below is not compounded with the increases set forth in subsection B above. Bargaining unit members shall receive the greater of a) the increase necessary to bring their rate to the applicable minimum listed below or b) the percentage increase set forth in subsection B above.
- F. The standard term 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. RAs and PAs may have starting and ending dates

and contract lengths that differ from the standard semester term. Teaching and Graduate Assistantship rates are defined per semester while Research Assistantship contracts are defined per month and Project Assistantship contracts are defined per hour to reflect the differences in how these bargaining unit members are paid. Contracts that differ from the contract period and appointment percentages described above will be prorated. Bargaining unit members should refer to the Graduate Student Assistantship section of OAP's website for the University for more information about salary calculations.

Term (Common Contract Term Length)	Pre vs. Post Masters	Full Time Equivalent (FTE)	Contract Total Per Term	Minimum Weekly Rate	Minimum Monthly Rate*	Minimum Even Monthly Payments for Common Contract Term**	Hourly Equivalent Rate or Hourly Rate***
<i>Fall/Spring (18 weeks)</i>	<i>Pre- Masters</i>	50%	\$9,953.18	\$552.95	\$2,396.09	\$1,990.64	\$27.65
		25%	\$4,976.58	\$276.48	\$1,198.04	\$995.32	\$27.65
	<i>Post- Masters</i>	50%	\$10,949.27	\$608.29	\$2,635.88	\$2,189.85	\$30.41
		25%	\$5,474.64	\$304.15	\$1,317.94	\$1,094.93	\$30.41
<i>Summer (9 weeks)</i>	<i>Pre- Masters</i>	100%	\$9,953.18	\$1,105.91	\$2,396.09	\$3,317.73	\$27.65
		50%	\$4,976.58	\$552.95	\$1,198.04	\$1,658.86	\$27.65
	<i>Post- Masters</i>	100%	\$10,949.27	\$1,216.59	\$2,635.88	\$3,649.76	\$30.41
		50%	\$5,474.64	\$608.29	\$1,317.94	\$1,824.88	\$30.41

*In months where RAs are contracted for the full month, they will be paid at or above the minimum monthly rate. In months where RAs are contracted for partial months, their monthly pay will be prorated.

**Since TAs and GAs are paid in equal monthly installments, they will be paid at or above the minimum even monthly payment for a common contract term rate. For a standard 18-week contract, TAs and GAs will receive five even payments in the Fall/Spring and three even payments in the Summer.

***PAs will be paid at or above the minimum hourly rate.

G. To qualify for the post-master's minimum salary, the assistantship holder must be

enrolled in a doctoral program or have obtained a Master's degree in any field.

- H. In rare instances, the Office for Academic Personnel may approve contract terms that differ from the standard described in this article. Nothing prohibits the University from offering contracts at rates higher than the minimums set forth herein.