



# 2022 AFSCME COLLECTIVE BARGAINING AGREEMENT



NM  
STATE  
UNIVERSITY

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# Article 4 - Recognition

BUE's (Bargaining Unit Employees):

- Included: regular, non-probationary, full-time & part-time, non-exempt NMSU employees, employed within the state of NM.
- Excluded: supervisors, managers and confidential employees, those employed outside the state of NM.
- <https://hr.nmsu.edu/labor/>



# Section 3. Dispute Recognition

Any dispute concerning the inclusion of classifications, or specific Employee(s), in the Bargaining Unit, based on Supervisor, manager, or confidential Employee status, will be discussed between the Parties, and if not resolved, will be submitted to the ~~NMSU Labor Management Relations Board ("LMRB")~~ Public Employee Labor Relations Board ("PELRB") for disposition.



# Article 12 - Job Postings

- A job posting for any of the positions of Custodial Worker; Custodial Worker, Sr; Groundskeeper; Groundskeeper, Sr; and Facilities Tech may be posted as an open pool for up to 90 (ninety) days.
- Within such a job posting, it will be noted that this is a 90-day recruitment which may be used to fill multiple vacancies if needed during the posting period.



# Article 14 – Layoff and Recall

- The affected BUE will be provided separation and contact information pertaining to NMSU benefits, retirement plans, unemployment compensation, and NMSU accounts and services.
- ~~Alternative Employment Assistance~~
  - ~~Developing a resume, interviewing skills, job search~~



# Article 18 – Wages, Section 2. Compensation Administration

Certain applicants may be hired at five (5%) percent with 5 years above the posted minimum qualifications, (10%) percent, 10 years above the posted minimum qualifications or fifteen (15%) percent, 15 years above the posted minimum qualifications, above the entry level pay grade, dependent upon experience.



# Section 11. Journeyman License Attainment Wage Adjustment

BUEs who obtain a journeyman's license and are reclassified must remain employed with NMSU in a position utilizing the journeyman's license (e.g. HVAC Mechanic, HVAC Mechanic Lead, Plumber, Plumber Lead, Electrician, Master Electrician, Steam Fitter, or Plant Operator) for three (3) years after obtaining the license. Failure to complete three (3) years of employment following licensure will result in the employee reimbursing NMSU, pro-rata, for the cost of the license and the class to obtain the license.



# Article 19 - Deductions

- Union dues are voluntary
- Payroll deduction
- Termination of dues
  - July 1 – July 14
- No more deductions to the Union's political action committee (PEOPLE)





# Article 20 – Insurance Benefits

Pay Rate	% Premium Paid by NMSU	% Premium Paid by Employee
Under \$36,000	80%	20%
\$36,000 - \$44,000	70%	30%
Over \$44,000	60%	40%



# Article 25 – Parking

NMSU will continue to maintain parking areas designated for free use. **Outer Lot** Parking permit fees will not increase more than ~~seven dollars and fifty cents (\$7.50)~~ **10%** annually.



# Article 27 – Performance Evaluation - Ratings

Unsuccessful/ Unacceptable Performance

Partially Successful Performance/ Needs Improvement

Fully Successful/ Effective Performance

Superior/ Highly Effective Performance

Distinguished Performance and Role Model Status





## Article 27 - Competencies

Achievement Toward NMSU Strategic Goals

Collaboration and Teamwork

Critical Thinking and Problem Solving

Interpersonal Effectiveness

Job Mastery

Organizational Awareness

Resource Management

Results Orientation and Execution

Self Awareness and Accountability

Service and Quality Focus

Valuing Diversity and Inclusion

Leadership





## Article 27 – Performance Evaluation

Performance evaluations do not affect NMSU's ability to take disciplinary action. ~~The next level Supervisor's signature is required on all performance evaluations.~~ Written evaluations conducted by a BUE's supervisor will be provided to the employee for review and signature acknowledging receipt.



# Article 28 - Hours of Work

## Section 9. Standby Pay

- BUEs Placed on Standby status are paid \$1.25 per hour for each hour of assigned Standby status.

## Section 12. Vehicle Call-Back Allowance

- Any department may offer (not just FS)
- \$15 for each occasion BUE is required to return to work



# Article 34 - Disciplinary Actions

## Other Hearing Guidelines

~~The BUE may request that the immediate Supervisor (or designee) be excused from the hearing, except during the time that the hearing officer asks for the Supervisor's testimony or response to questions.~~

# **AFSCME Local 2393**

**Yvonne Mendoza** - Union Steward / President

Business Complex Building - 646-7162

**Nicole Heckathorn** - Union Steward/ Secretary

Science Hall / Sociology - 646-3448







# Resources

HRS Employee & Labor Relations  
Labor/ AFSCME Union

<https://hr.nmsu.edu/general-resources/labor.html>



# Questions



## Employee and Labor Relations

575-646-2449

[elr@nmsu.edu](mailto:elr@nmsu.edu)



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