

**Memorandum of Understanding  
Between  
New Mexico State University  
And  
AFSCME Local 2393**

WHEREAS, AFSCME Local 2393 NMSU (Union) and the Regents of New Mexico State University (NMSU) entered into an Agreement (Agreement) commencing August 25, 2022 through and including June 30, 2025; and

WHEREAS, the Union and NMSU wish to modify and extend the Agreement as set forth in this Memorandum of Understanding; and

WHEREAS, the Union and NMSU acknowledge that this Memorandum of Understanding will become effective only upon ratification by the Regents of New Mexico State University.

**NOW, THEREFORE**, the Union and NMSU agree to the following:

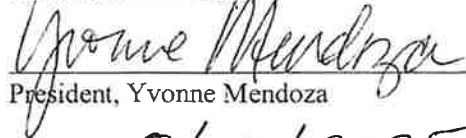
1. That Article 7 (Duration), Section 1 (Term of Agreement) of the Agreement is modified to extend the term for an additional three years through June 30, 2028. All benefits and rights under the Agreement will continue through June 30, 2028. The provisions and deadlines set forth in Article 7 (Duration), Section 2 (Renewal) will be calculated from the new expiration date of June 30, 2028.
2. That Article 20 – (Insurance Benefits), Section 1 (Insurance Plans), C. (NMSU contributions), distribution table be replaced by the current table below, which became effective effective July 1, 2025:

Annual Salary	NMSU %	Employee %
<57,200	82	18
\$57,200 - \$83,200	70	30
>\$83,200	60	40

3. All references to “NMSU HRS-ELR” will change to “NMSU HRS-OPR”.
4. All references to the NMSU Chancellor will change to the NMSU President.

In evidence of their agreement to the above terms of this Memorandum of Understanding, the parties have set their signatures below.

AFSCME Local 2393

  
President, Yvonne Mendoza

Date: 8/22/2025

Regents of New Mexico State University

  
President, Valerio Ferme

Date: 09/15/2025

This Memorandum of Understanding was ratified by the Regents of New Mexico State University in open meeting on September 15, 2025.

9/15/25  
Date

  
Chair, Ammu Devasthali  
Regents of New Mexico State University