Union Contract Updates

EFFECTIVE JULY 1, 2019

Presented and Prepared by:

HR Employee & Labor Relations

AFSCME – American Federation of State, County & Municipal Employees – Local 2393

BE BOLD. Shape the Future.
Introduction

• AFSCME Local 2393 is the union representing non-exempt employees in certain classifications

Classifications can be viewed at:
https://hr.nmsu.edu/elr/labor

• Eligible employees formally become part of the bargaining unit upon completion of their probationary period.
THE BASICS

• Three year contract
  ▪ July 1, 2019 thru June 30, 2022

• Reformatting & Renumbering
  • More User Friendly language
  • Topics grouped together when related

• Definitions
  • Moved from within document to separate section at beginning
  • BUE – Bargaining Unit Employee
THE BASICS (cont)

• Administrative Rules & Procedures (ARP) References
  ▪ Throughout contract to refer to ARP language
Article 18 – Wages
Section 2.b Compensation Administration

Effective July 1, 2019

• 4% wage increase (as provided by State Law)
  • Eligibility = Hired before January 1, 2019
• Minimum wage increase to $10.50/hr
• Wages less than $10.50 increased to at least $10.50
End of Probation Increases

• Employees hired January 1-June 30, 2019, above entry level, will NOT receive an End of Probation Increase

• Employees hired January 1-June 30, 2019 at entry level, may receive an increase at completion of probationary period
End of Probation Increases

Example 1: Employee whose pay at hire was entry level, and the adjustment to the new entry level was less than 5% - the end of probation increase will be the difference between 5% and their adjustment on July 1st
End of Probation Increases

• Example #2: An employee who was hired at entry level, and whose adjustment to the new entry rate was 5% or greater will NOT receive an end of probation increase

• No End of Probation Increases for hires on or after July 1, 2019
Shifts are defined
- Day=7am to 5pm
- Swing=3pm to 1am
- Graveyard= 10pm to 8am
Article 18: Wages (cont.)
Section 8. PSL Differential

Temporary differential for some PSL BEUs related to federal contracts, including security measures and regulations. The differential is paid by the federal grant funds.
Article 18: Wages (cont.)
Section 11. Journeyman License Attainment

• Reclassification and pay change for Journeyman licenses
### Article 20: Insurance Benefits

#### Section 1.c  NMSU contributions

- Base pay expanded to benefit more staff

<table>
<thead>
<tr>
<th>Employee Base Pay</th>
<th>NMSU Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to $29,999</td>
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<tr>
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<tr>
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</tr>
</tbody>
</table>

*July 1, 2019*

*Prior to July 1, 2019*
Article 22: Other Leaves
Section 1.A. Accrual Rate

• No accrual tiers for annual leave
• All accrue 21 days annual leave (168 hrs) per year
## Article 27: Performance Evaluations

### Section 2. Performance Ratings

- **Change in Rating Labels**

<table>
<thead>
<tr>
<th>FROM</th>
<th>TO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exemplary</td>
<td>Distinguished Performance and Role Model Status</td>
</tr>
<tr>
<td>Exceeds Expectations</td>
<td>Superior/Highly Effective</td>
</tr>
<tr>
<td>Meets Expectations</td>
<td>Fully Successful/Effective</td>
</tr>
<tr>
<td>Needs Improvement</td>
<td>Partially Successful/Needs Improvement</td>
</tr>
<tr>
<td>Fails to meet Expectations</td>
<td>Unsuccessful/Unacceptable Performance</td>
</tr>
</tbody>
</table>
# Article 27: Performance Evaluations

## Section 3. Performance Elements

<table>
<thead>
<tr>
<th>Core Competencies</th>
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<tbody>
<tr>
<td>Achievement towards NMSU Strategic Goals</td>
</tr>
<tr>
<td>Collaboration and Teamwork</td>
</tr>
<tr>
<td>Critical Thinking and Problem Solving;</td>
</tr>
<tr>
<td>Interpersonal Effectiveness;</td>
</tr>
<tr>
<td>Job Mastery;</td>
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<tr>
<td>Organizational Awareness;</td>
</tr>
<tr>
<td>Resource Management;</td>
</tr>
<tr>
<td>Results Orientation and Execution;</td>
</tr>
<tr>
<td>Self-Awareness and Accountability;</td>
</tr>
<tr>
<td>Service and Quality Focus; and</td>
</tr>
<tr>
<td>Valuing Diversity and Inclusion</td>
</tr>
</tbody>
</table>
Article 28: Hours of Work
Section 12: Vehicle Call-Back Allowance

• Facilities & Services Dept.
• $15.00 per occasion
• When required to return to work location on call back
Article 28: Hours of Work
Section 2: Work Breaks

• 15 minute work break for each 4-hour work period
• Break times cannot be accumulated
• Break time cannot be added to meal break
• Break times are generally not taken hour before or after meal breaks
Article 28: Hours of Work
Section 3: Meal Breaks

• Meal breaks are ½ hour to 1 hour
• Periods less than 1 hour require supervisory approval
• Eating on the job arrangement requires supervisory approval;
• Meal breaks are normally mid-point of the work shift
Article 34: Disciplinary Actions
Section 1.B Just Cause Defined

• List of actions that are just cause

• Added “Failure or refusal to complete mandatory training”
Article 30: Health & Safety
Section 11: Drug Free Workplace

• Required to follow State & Federal Laws
• HRS Administers Program
• Certain positions are subject to drug testing
Publication of Agreement

• NMSU web-site for Labor Relations
  http://hr.nmsu.edu/elr/labor

• Link to AFSCME web-site
  http://www.afscmenmsu.org/
# Contact Information

<table>
<thead>
<tr>
<th>NMSU Employee &amp; Labor Relations Department:</th>
<th>AFSCME Local 2393 Employee Union Stewards</th>
</tr>
</thead>
<tbody>
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<td>Donna Ottaviano</td>
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<td>575-646-2449</td>
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