



**UNITED
GRADUATE
WORKERS
OF UNM**

COLLECTIVE BARGAINING AGREEMENT

The Collective Bargaining Agreement (CBA) is our legally binding contract with the University of New Mexico administration. Our CBA document outlines the obligations and requirements of the University and United Graduate Workers of UNM (UGW-UNM). It is important for each graduate worker to know and understand the CBA so that we all know our rights and privileges! Below, we have summarized the language of the CBA; please find the full CBA using the attached QR code.



Compensation and Benefits

These articles outline the ways we are compensated for our work, including our pay, benefits, paid time-off, and parking and transportation.

- Minimum pay rates by assistantship (departments can pay above this rate!)
- .25 FTE and higher qualifies for health insurance covered by University
- Semesterly Paid Leave: Two weeks medical leave; three days bereavement leave
- Payment plan for parking permits



Workplace Protections

These articles describe the responsibilities of UNM administration to ensure a safe and effective work environment.

- Contracts must include information such as: assigned course, lab, or research project
- Resources needed for our jobs must be provided
- Training necessary for our jobs must be provided; we must be paid for any conference or training we are required to attend
- Cannot be disciplined or fired without **just cause**, and you have the right to request union representation during any meeting that may lead to disciplinary action
- Grievance process for resolving violations of the CBA
- Must provide protective equipment and a safe working environment
- Protections against discrimination and/or retaliation



Union Rights

These articles describe our rights as a Union.

- All graduate workers with an assistantship are represented by United Graduate Workers
- Card-signed members pay dues, but only during pay periods when they are working
- UNM admin and UGW have a duty to cooperate with one another
- Labor-Management Committee facilitates communication between UGW and admin



Binding Contract

The CBA is a legally binding contract between graduate workers holding an assistantship contract and the University of New Mexico.

- The only valid agreement between UGW and UNM administration
- Subject to law or court rulings
- Subject to renegotiation between March 15th and April 15th 2025



Find the full CBA in the QR code above!



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