



On Thursday, May 17<sup>th</sup> UA-UNM reached a tentative agreement on our first contract. This tentative agreement is informed by thousands of conversations with faculty across the university and the belief that an empowered faculty will enhance the learning environment for our students, create stronger partnerships with our communities, and help build a better UNM for current and future generations.

Now that a tentative agreement has been reached by the bargaining teams, UA-UNM members have an opportunity to vote on both the tentative agreement and our constitution, the governing documents for our union as we move forward. Please find a set of anticipated questions below, and note that there is a glossary of terms at the end of this document. Please get in touch with us at [info@uaunm.org](mailto:info@uaunm.org).

### **Ratification Process**

#### ***What does a “yes” vote mean? What does a “no” vote mean?***

You will be voting concurrently on two separate issues. “Yes” to the first ballot measure means you do think that this Tentative Agreement should be ratified in its entirety. “No” means you do not think that this Tentative Agreement should be ratified in its current form.

“Yes” to the second ballot measure means that you think this Constitution should be ratified in its entirety. “No” means you don’t.

Each entire document must be ratified in its entirety. Legally, we can’t pick and choose which sections to ratify or not.

#### ***How does voting work?***

We are using an online voting system that is run by an independent, third-party company whose software has been approved by the US Department of Labor for use in union elections. This is a safe and secure way of voting that gives access to our members located all over the world.

#### ***How long do I have to vote?***

We are closing voting at 10 am on June 11th.

#### ***How do I vote on the contract?***

You will receive a link and an access code sent to your non-UNM email address from UA-UNM. If we do not have your non-UNM email, you will receive the link at your UNM email. If you need to update your non-UNM email address that we have on file, please email us at [info@uaunm.org](mailto:info@uaunm.org).

#### ***When does the contract go into effect if approved?***

If ratified, the full contract will go into effect on July 1, though there are a few provisions covered by “Memorandums of Understanding” (MOUs) in the agreement that lay out later

effective dates.

***What happens if the contract isn't approved?***

In the event of a “no” vote, the two bargaining teams would have to go back into negotiations.

***Can I vote “yes” on the contract but “no” on the constitution (or vice versa)?***

Yes, you are able to vote "yes" or "no" on either of these documents; the votes are being taken at the same time, but they are separate contests.

**Other Frequently Asked Questions:**

***When do I get my raise? How much will it be?***

Raises will be effective starting July 1 if the contract is ratified by our membership. Unit 1 faculty will receive a raise of 1.5%, and Unit 2 faculty will receive a raise of 4%. We will continue to work on salary issues in future contracts and other negotiations with the university.

***How do I know if I am in bargaining Unit 1 or Unit 2?***

Basically, if you're a full-time continuing faculty member, you're in Unit 1. If you're not, you're in Unit 2. See Article III of the Constitution for details.

***How does this affect me if I'm not a US citizen?***

You're still able to join and participate in UA-UNM.

***How does this affect promotions?***

Union membership is a protected form of free speech, and we have the power of our national affiliates and many years of legal precedent behind us to back that up. Faculty in managerial or supervisory positions (including chairs and directors) can not join the union during their terms, in order to protect you further.

We won a number of protections for faculty seeking promotion in our first tentative agreement, and base salary floors for each position.

***How does this affect my tenure?***

If you already have tenure, nothing changes. If you are on the tenure track, you have more job protections--for example, you are now able to file a grievance if you feel you have been unfairly treated in the tenure process. For a summary of protections now in the contract, please see the full tentative agreement for [Unit 1](#) and [Unit 2](#).

***Where do I read the materials in detail?***

You can find the complete Tentative Agreement, a summary, the complete Constitution, a summary, and this anticipated questions document at [www.uaunm.org/ratification](http://www.uaunm.org/ratification).

***There are things I was hoping to see in the contract that aren't there. What's the plan going forward?***

This is our first contract, which gives us a foundation that we can build on in the future. It was a

negotiation process, and we didn't win all of the things we wanted. We know there's more work to be done, and we want to hear your ideas about how to make our next contract even better. In the meantime, we have plenty of opportunities to use our collective voice at UNM and in New Mexico's legislature to advocate for things that are important to our members. Our first contract establishes a labor-management committee to continue the work of researching and implementing changes in key areas including but not limited to salaries and benefits, promotion and tenure, and gender and racial equity. Consider putting your name forward to help carry out this work!

***How does this contract improve conditions for faculty?***

We have made a summary of the tentative agreement to outline some of the ways working conditions will be improved by this first contract. You can find the summary and the tentative agreement in full at [www.uaunm.org/ratification](http://www.uaunm.org/ratification).

***How many years does the contract last?***

The contract runs through the end of the 2023-24 academic year. Annually, we will re-enter negotiations to bargain over compensation for the duration of the contract.

***What can I do to participate in our union governance?***

The terms of participation in union governance are outlined in UA-UNM's Constitution which can be found [here](#). Contact us at [info@uaunm.org](mailto:info@uaunm.org) and one of your colleagues from the bargaining team or executive committee will get back to you.

***How does COVID-19 impact the contract? What if I have concerns about returning to campus in the fall?***

We will be working with the UNM administration to make sure that bargaining unit members are able to return to work as safely as possible. Even prior to negotiating our Tentative Agreement, we managed to develop a number of policies with UNM's administration to protect our members, referenced in the "Joint Communications between UA-UNM and the Administration."

***When do I get my raise? How much will it be?***

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***Am I still a member if I hire a graduate student? Or a postdoc?***

Hiring a graduate student employee does not affect your bargaining unit status. If the postdoc is eligible for one of our bargaining units, you would resign your membership for the period that you hold that supervisory or managerial position.

***Can I be penalized for becoming a member of my union?***

Retaliation for union activity is against the law. If you feel that's happening, let us know immediately.

***I signed a card two years ago. Does that make me a member?***

The card you signed was most likely an authorization card, a document that, with your signature, indicated that you wanted there to be a faculty union. We also had membership commitment cards which were not the legal document under NM labor law which makes you an official member. Joining the union is a second, separate process. Please go to [www.uaunm.org/join](http://www.uaunm.org/join) to join.

***How is this contract enforceable?***

You will elect representatives to serve on the Representative Assembly, our main governing body. In addition to other duties, representatives will make sure all bargaining unit members are informed about the contract and feel empowered to use it. Our contract includes a detailed grievance procedure that is enforceable via binding third-party arbitration. If you believe your rights may have been violated, contact your representative for more information about this procedure.

**Glossary**

***Bargaining Unit (BU)***

The bargaining unit consists of a group of employees whose working conditions are enforced by a collective bargaining agreement.

***Collective Bargaining***

Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

***Tentative Agreement (TA)***

A tentative agreement means the employer's and the employee's negotiating teams have agreed to the terms of a collective agreement, but the terms have not yet been agreed to ("ratified") by the union members or the university's governing body.

***Ratification***

The act of formally approving a TA through a vote.

***Memorandum of Understanding (MOU)***

An MOU is a document describing the broad outlines of an agreement that two parties have reached - in the case of collective bargaining agreements, MOU's are typically included at the end of a contract and deal with more time-sensitive topics than the proposals covered in the contract itself.

***Local***

A local union is a union that serves as the local bargaining unit for a national or international union. A local union, often shortened to local, is the basic unit of union organization. It has its own bylaws and elects its own officers, but is chartered by the parent union of which it is a part.