

Memorandum of Understanding
between
The State of New Mexico
and
The American Federation of State, County and Municipal Employees,
New Mexico Council 18

This Memorandum of Understanding (“MOU”) is made between the State of New Mexico and the American Federation of State, County and Municipal Employees, New Mexico Council 18 (“AFSCME”) (individually “Party,” collectively “Parties”), regarding the effects of the rescission of the statewide Non-Mandatory Telework Policy (issued by SPO on June 11, 2021).

The Parties hereby agree:

1. AFSCME bargaining unit Employees (“Employees”) who have already returned to in-person work in the office will continue to report to the office.
2. Employees on 100% telework or hybrid telework will return to the office full-time on or before Thursday, February 2, 2023. (Managers and supervisors will return to the office full-time on January 3, 2023.)
This additional time to return to in-person work will allow Employees to make necessary arrangements.
3. The rescission of the statewide Non-Mandatory Telework Policy will have no impact on an Employee’s eligibility for an ADA Reasonable Accommodation.
4. If SPO agrees to a telework policy for any agency that provides greater rights, those provisions will be applied to the AFSCME bargaining unit.
5. An email announcement will be issued to Employees regarding the delayed start date no later than Friday, December 30, 2022.
6. This MOU does not change or alter the terms of the Parties' existing collective bargaining agreement.
7. This MOU shall be effective when fully-executed by the Parties hereto.
8. This MOU shall not be altered, changed, or amended, except by instrument of writing executed by both Parties.

For American Federation of State, County and Municipal Employees,
New Mexico Council 18:



Connie Derr, AFSCME Council 18 Executive Director



Date

For the State of New Mexico:



L. Teresa Padilla, Director, State Personnel Office

1/17/2023

Date