

**Memorandum of Understanding
between
The State of New Mexico
and
Communications Workers of America, AFL-CIO, CLC
State Employee Alliance**

This Memorandum of Understanding (“MOU”) is made between the State of New Mexico and Communications Workers of America, AFL-CIO, CLC State Employee Alliance (individually “Party,” collectively “Parties”).

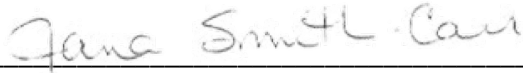
The Parties hereby agree:

1. Article 18, Section 8 of the July 29, 2021 Agreement Between The State of New Mexico And The Communications Workers of America AFL CIO, CLC State Employee Alliance (“Collective Bargaining Agreement” or “CBA”) is amended as follows:

Section 8. Bereavement Leave. Agency shall grant three (3) days and may grant up to five (5) consecutive days of administrative leave for bereavement to Employees who have experienced the death of a spouse, domestic partner, parent, mother-in-law, father-in-law, step-parent, child, step-child, domestic partner child, son-in-law, daughter-in-law, brother, step-brother, brother-in-law, sister, step-sister, sister-in-law, grandparent, grandchild, uncle, aunt, nephew, niece, great-grandchild, great-grandparent, or person residing in the Employee’s household. Bereavement leave in excess of five (5) consecutive days must have the prior written approval of the SPO Director.

2. This MOU shall be effective when fully-executed by the Parties hereto and shall remain in effect either through the expiration of the CBA on December 31, 2024, or, if either Party provides notice to reopen negotiations on the CBA, until there is a subsequent, written CBA.
3. This MOU shall not be altered, changed, or amended, except by instrument of writing executed by both Parties.

For the Communications Workers of America,
AFL-CIO, CLC State Employee Alliance:



Jana Smith-Carr, CWA Staff Representative

9/27/2022
Date

For the State of New Mexico:



Teresa Padilla, Director, State Personnel Office

10/4/2022
Date