

## **Tentative Agreement**

**January 31, 2023**

**The terms of this agreement must be presented to and voted on by CWA membership for ratification and must be presented to the Albuquerque Public Schools Board of Education for approval.**

1. APS acknowledges that it implemented pay increases without fully bargaining with CWA and is violating the collective bargaining agreements by paying employees semi-monthly instead of biweekly; however, the parties have now negotiated in good faith and have reached an agreement as set forth herein. APS will issue a statement to all CWA represented employees and commit to follow the law.

### 2. Article 18. WAGES AND ALLOWANCES – M&O

#### 1. Current Language:

Article 18.7. Each employee will be paid every two (2) weeks, normally on Friday. However, when payday falls on a holiday, employees shall be paid, when possible, on the workday immediately preceding the holiday.

Article 15-FANS

Section 14.

Employees will be paid by the District biweekly. Time cards will be provided to employees each pay period. The annual calendar of pay periods and pay dates will be posted at each location. An employee will be provided a copy upon request.

#### **New Language:**

Article 18.7. Each employee will be paid two (2) times per month. They will be paid on the 10th of the month for any work performed between the 15th and last day of the preceding month and on the 25th of the month for any work performed between the 1st and 15th of that month provided payroll deadlines are met by the employee. Dates may be adjusted for seasonal breaks (i.e., Winter Break, Spring Break) when the district offices and schools are shut down, however in no case will employees wait more than 10 days from payroll close to be paid. Schedule D employees will have 1.33 hours per paycheck deducted each paycheck in order for employees to be paid the 4 days during winter break which they do not normally work.

However, when payday falls on a holiday, employees shall be paid on the workday immediately preceding the holiday.

FANS Language:

Article 15.14 Each employee will be paid two (2) times per month. They will be paid on the 10th of the month for any work performed between the 15th and last day of the preceding month and on the 25th of the month for any work performed between the 1st and 15th of that month provided payroll deadlines are met by the employee. Dates may be adjusted for seasonal breaks (i.e., Winter Break, Spring Break) when the district offices and schools are shut down, however in no case will employees wait more than 10 days from payroll close to be paid.

However, when payday falls on a holiday, employees shall be paid on the workday immediately preceding the holiday.

3. All APS C & D schedule employees will receive a 3% increase effective February 1, 2023.

Schedule D employees will have their hourly pay prorated through the end of the 2022 – 2023 fiscal year and will be paid 81.92 hours per pay period.

4. In order for employees to retain any advance pay received in the 2022 – 2023 fiscal year, they must participate in a District-Union created exit survey upon leaving the employment of the district in any capacity from the district. This must be done within 10 days of separation.