

**Memorandum of Understanding
Between
New Mexico State University
and
United Electrical, Radio and Machine Workers of America**

WHEREAS, United Electrical, Radio and Machine Workers of America (Union) and the Regents of New Mexico State University (University) entered into an Agreement (Agreement) commencing December 12, 2024, through and including May 31, 2028; and

WHEREAS, the Union and University wish to modify the Agreement to increase tuition support as set forth in this Memorandum of Understanding (MOU); and

WHEREAS, the Union and University acknowledge that this MOU will become effective only upon ratification by the Regents of New Mexico State University.

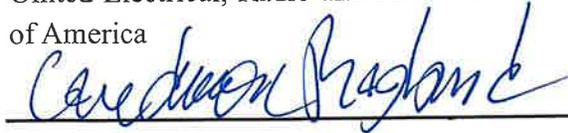
NOW, THEREFORE, the Union and University agree that Article 8, Section C of the Agreement is stricken and is replaced with the following:

Effective Fall 2026 semester, the University will guarantee a tuition support scholarship, each Fall and Spring semester, of up to nine (9) credit hours per student to all bargaining unit members not covered by full tuition support pursuant to subsections A or B above and who hold an assistantship or combined assistantships of 0.50 FTE or higher, prorated for those with less than a 0.50 FTE or combined FTE held for a majority of the semester and/or less than nine (9) credit hours. This tuition support scholarship is available only in the Fall and Spring semesters and is subject to budgetary constraints.

All other provisions, terms, and conditions of the Agreement remain unchanged and in full effect. This Memorandum of Understanding is hereby incorporated into the Agreement as if fully set forth therein.

In evidence of their agreement to the above terms of this MOU, duly authorized representatives of the parties have signed below.

United Electrical, Radio and Machine Workers
of America



President, Caedmon Ragland

Date: 02/09/2026

Regents of New Mexico State University



President, Valerio Ferme

Date: 02/12/2026

This Memorandum of Understanding was ratified by the Regents of New Mexico State University in open meeting on _____.

2/18/26
Date

Ammu Devasthali
Chair, Ammu Devasthali
Regents of New Mexico State University