

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES, LOCAL 624
AND THE CITY OF ALBUQUERQUE REGARDING
TRADE POSITIONS WAGES**

This **MEMORANDUM OF UNDERSTANDING** (“MOU”) is entered into by and between the City of Albuquerque (“City”) and the Federation of State, County, and Municipal Employees, Local 624 (“Union”) (the City and the Union are collectively referred to as the “Parties”).

WHEREAS, the Parties have entered into a Collective Bargaining Agreement (“CBA”) that is effective from July 1, 2023 through June 30, 2026 (the “CBA”);

WHEREAS, the Parties wish to align the salaries for the following trade positions (Electricians, Plumbers, HVAC Technicians, and Jetway Technicians) and increase the base pay of these positions to be competitive with the local market;

WHEREAS, those trade positions currently receive an incentive pay under Section 2.1.4 of the CBA which states “2.1.4 Bargaining unit members who meet the following two criteria will receive an additional \$1.00 per hour following the effective date of this Agreement through the end of FY '22; and receive a total of \$2.00 per hour (an additional dollar in FY 23) beginning the first full pay period in FY '23. Employment in one of the following Grade and Department/Division: In any Department/Division: Plumber (B32), HVAC Tech (B32), Electrician II (B34); In Aviation only: Jetway Tech (B34), Plant Operator (B28), and holding the trade license applicable to the Grade and Department/Division.”

NOW, THEREFORE, the Parties agree to the following:

I. TERM OF MOU. This MOU is effective the date the last party signs the agreement and shall remain in full force until June 30, 2026 or the signing of a successor CBA.

II. EFFECTIVE DATE. The Parties agree that, so long as both Parties sign this MOU, the “effective date” is the date that the last Party executes this MOU.

III. TERMS of MOU.

1. The parties agree that section 2.1.4 of the CBA will be deleted.
2. The Parties agree that the wages for positions of Electricians, Plumbers, HVAC Technicians, and Jetway Technicians shall be adjusted due to market demand to \$33.77;
3. The Parties agree that the base wage rate for Plant Operator (B28) shall be adjusted to \$23.77.

V. MOU CREATES NO THIRD PARTY BENEFITS. By entering into this MOU, the parties do not intend to create any right, title, or interest in or for the benefit of any person other than the Parties. No person shall claim any right, title or interest under this MOU or to seek to enforce this MOU as a third party beneficiary of this MOU. The parties agree that this MOU shall only be applicable to positions within the Union's bargaining unit.

VI. NO FURTHER AGREEMENT. This MOU incorporates all the agreements, covenants, and understandings between the Parties hereto concerning the services to be performed hereunder, and all such agreements, covenants and understandings have been merged into this MOU. This MOU expresses the entire MOU and understanding between the parties. No prior agreement or understanding, verbal or otherwise, of the Parties or their agents shall be valid or enforceable unless embodied in this MOU.


VI. SEVERABILITY. In case any one or more of the provisions contained in this MOU or any application thereof shall be invalid, illegal, or unenforceable in any respect, the validity, legality, and enforceability of the remaining provisions contained herein and any other application thereof shall not in any way be affected or impaired thereby.

IN WITNESS WHEREOF, each party has executed this agreement on the date indicated by the signature.

SIGNATURES CONTINUE ON NEXT PAGE
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AFSCME 624

APPROVED BY:

Signed by:

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Louis Montoya, President
AFSCME, Local 624

2/5/2025 | 4:23 PM MST
Date

CITY OF ALBUQUERQUE

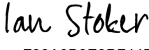
APPROVED BY:

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Dr. Samantha Sengel, Chief Administrative Officer


2/6/2025 | 11:45 AM MST
Date

APPROVED AS TO FORM:

DocuSigned by:

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Ian Stoker, Director
Human Resources Department

2/5/2025 | 4:39 PM MST
Date

APPROVED AS TO LEGAL FORM:

Signed by:

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Evan Crocker, Assistant City Attorney

DS


2/5/2025 | 4:27 PM MST
Date