
Meeting Date: June 18, 2025

Staff Contact: Erica Jaramillo, Human Resources Manager

TITLE: R-25-23 – Authorizing the Executive Director to finalize negotiations and enter final Collective Bargaining Agreements with Locals 624, 2962, and 3022

ACTION: Recommend Approval

SUMMARY:

Negotiating teams for each of the respective Locals 624, 2962, and 3022 of the American Federation of State, County, and Municipal Employees (AFSCME), and the Albuquerque Bernalillo County Water Utility Authority (Water Authority) recently engaged in negotiations of successor Collective Bargaining Agreements (CBAs) intended to govern employee relations between the parties during Fiscal Years 2026, 2027 and 2028. These negotiations resulted in the presentation of proposed CBAs to the membership of each respective Local for a ratification vote.

However, only the membership of Local 2962 (Clerical Workers) voted to ratify their CBA. Both Local 624 (Blue Collar) and Local 3022 (Management) failed to ratify. This resolution will authorize the Executive Director to finalize negotiations with the respective Locals and enter multiyear CBAs provided they can be reasonably funded within the budgetary limits.

FISCAL IMPACT:

The CBAs as presented provided a 4% wage increase for FY26, a 3% increase for FY27 and a 3% increase for FY28. They also included the addition of two holidays – Indigenous Peoples Day and Juneteenth to be in line with other local government holiday schedules. The CBAs also included an additional tier of vacation accrual for employees with 20 plus years of service. Any final wage agreement for FY 26 will fit within the overall budgetary limits as appropriated by the Board. Any agreement on wages for FY 27, and FY 28 would be subject to budgetary appropriations for each respective fiscal year.

ALBUQUERQUE BERNALILLO COUNTY WATER UTILITY AUTHORITY

BILL NO. R-25-23

1 RESOLUTION
2 AUTHORIZING THE EXECUTIVE DIRECTOR TO FINALIZE NEGOTIATIONS AND
3 ENTER FINAL COLLECTIVE BARGAINING AGREEMENTS WITH LOCALS 624, 2962,
4 AND 3022

5 WHEREAS, Negotiating teams for the Water Authority and Locals 624, 2962, and
6 3022 engaged in negotiations that resulted in the presentation of recommended
7 Collective Bargaining Agreements (CBA) to the membership of each respective Local;
8 and

9 WHEREAS, votes by the membership of the respective Locals resulted in the
10 failure to ratify two of the three proposed CBAs; and

11 WHEREAS, the CBAs are intended to govern employee relations, including wages
12 during the Fiscal Years 2026, 2027, and 2028 and should ordinarily be in place by July 1,
13 2025; now

14 BE IT RESOLVED BY THE WATER AUTHORITY:

15 That the Executive Director is authorized to finalize negotiations and enter final,
16 multi-year Collective Bargaining Agreements with Locals 624, 2962, and 3022 provided
17 that the agreements can reasonably be funded within budgetary limits.

[+Bracketed Material+] - New
[-Bracketed Material-] - Deletion