

MEMORANDUM OF AGREEMENT
Extension of Unit 12 Collective Bargaining Agreement

This MEMORANDUM OF AGREEMENT is entered into this 14th day of MAY 2017, by and between the State of Hawaii Organization of Police Officers (hereinafter the "Union"), on behalf of Employees in bargaining unit 12, and the State of Hawaii, City and County of Honolulu, and Counties of Hawaii, Maui and Kauai, (hereinafter the "Employer"). Collectively the Union and the Employer are hereinafter referred to as the "Parties".

Witnesseth:

WHEREAS, Article 49 - Hawaii Employer-Union Health Benefits Trust Fund of the 2011-2017 Unit 12 Collective Bargaining Agreement provides the negotiated Employer monthly contributions, including Trust Fund administrative fees to the Trust Fund, for each Employee-Beneficiary and dependent-beneficiaries, if applicable, medical PPO or HMO, prescription drug, dental, vision and dual coverage medical plans for the duration of July 1, 2011 - June 30, 2015; and

WHEREAS, by Supplemental Agreement dated June 2, 2015, the Parties mutually agreed to reopen and amend Article 49 of the Unit 12 Collective Bargaining Agreement by increasing the Employer contributions to the EUTF for the period of July 1, 2015 through June 30, 2017; and

WHEREAS, the current Unit 12 Collective Bargaining Agreement between the Parties is set to expire on June 30, 2017; and

WHEREAS, the Parties are currently in the process of entering into an alternate impasse procedure agreement that will extend beyond June 30, 2017;

WHEREAS, Article 49 of the Unit 12 Collective Bargaining Agreement does not contain either EUTF rates or the Employer contributions beginning from July 1, 2017; and

WHEREAS, the Employer and the Union tentatively agreed to the attached terms over the successor language governing Article 49 - Hawaii Employer-Union Health Benefits Trust Fund for the 2017-2018 and 2018-2019 plan years; and

WHEREAS, pursuant to Hawaii Revised Statutes Chapter 89, the parties wish to enter into this MOA to effectuate the agreed upon terms governing Article 49 - Hawaii Employer-Union Health Benefits Trust Fund for the plan year 2017-2018 effective July 1, 2017.

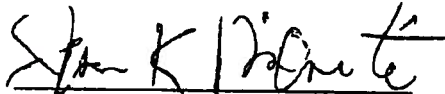
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NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. Effective July 1, 2017, the Union consents, understands and agrees that the Employer shall implement the Employer monthly contributions contained in the Tentative Agreement over Article 49 - Hawaii Employer-Union Health Benefits Trust Fund, dated April 24, 2017 for the 2017-2018 plan year.
2. The Employer and the Union agree to amend Article 36 - Duration by extending the duration of the 2011-2017 Unit 12 Collective Bargaining Agreement beyond June 30, 2017 and continuing until a new successor agreement is reached between the Parties.
3. The Parties understand and agree that all Articles except for Articles 36 and 49 shall remain status quo. Consequently, it is explicitly understood that there shall be no increases to any other benefits, including but not limited to, wages and step movements, until such time the Parties enter into a new agreement.

IN WITNESS WHEREOF, the Parties below by their authorized representatives have executed this MEMORANDUM OF AGREEMENT on the date first written above.

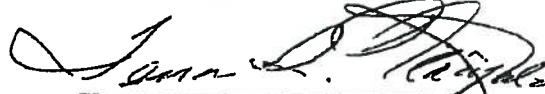
FOR THE EMPLOYER:

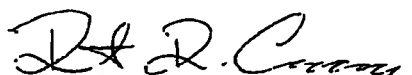

JAMES K. NISHIMOTO
Chief Negotiator, State Office
Of Collective Bargaining


CAROLEE C. KUBO, Director
Department of Human Resources
City and County of Honolulu


WIL OKABE, Managing Director
County of Hawaii


FOR THE UNION


TENARI MA'AFALA
President



ROBERT CAVACO
Honolulu Chapter Chair


DARREN K. HORIO
Hawaii Chapter Chair


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County of Maui



BARRY S. AOKI
Maui Chapter Chair



JANINE RAPOZO, Director
Department of Personnel Services
County of Kauai



JESSE GUIRAO
Kauai Chapter Chair