

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union AMWU  
Date 6/20/25

1   Delete existing language in its entirety and replace with the following:

2

3   **SECTION 23. WAGES.**

4

5   **23.01           The salary schedule in effect on June 30, 2025 shall be designated as**  
6   **Exhibit A.**

7

8   **23.02           SALARY ADJUSTMENTS.**

9   **Subject to the approval of the respective legislative bodies:**

10

11   **23.02 a.       Effective July 1, 2025, a three and five tenths percent (3.5%) per**  
12   **month across-the-board salary increase shall be applied to Exhibit A.**  
13   **This new schedule shall be designated as Exhibit B. Each Employee**  
14   **shall be assigned from Exhibit A to the corresponding pay range and**  
15   **step in Exhibit B.**

16

17   **Effective July 1, 2025, Employees not administratively assigned to**  
18   **the salary schedule shall receive a three and five tenths percent**  
19   **(3.5%) per month pay increase.**

20

21   **23.02 b.       Effective July 1, 2026, a three and seventy-nine hundredths percent**  
22   **(3.79%) per month across-the-board salary increase shall be applied**  
23   **to Exhibit B. This new schedule shall be designated as Exhibit C.**  
24   **Each Employee shall be assigned from Exhibit B to the**  
25   **corresponding pay range and step in Exhibit C.**

26

1                   Effective July 1, 2026, Employees not administratively assigned to  
2                   the salary schedule shall receive a three and seventy-nine  
3                   hundredths percent (3.79%) per month pay increase.

4

5                   23.02 c. Effective July 1, 2027, a four percent (4%) per month across-the-  
6                   board salary increase shall be applied to Exhibit C. This new  
7                   schedule shall be designated as Exhibit D. Each Employee shall be  
8                   assigned from Exhibit C to the corresponding pay range and step in  
9                   Exhibit D.

10

11                   Effective July 1, 2027, Employees not administratively assigned to  
12                   the salary schedule shall receive a four percent (4%) per month pay  
13                   increase.

14

15                   23.02 d. Effective July 1, 2028, a four percent (4%) per month across-the-  
16                   board salary increase shall be applied to Exhibit D. This new  
17                   schedule shall be designated as Exhibit E. Each Employee shall be  
18                   assigned from Exhibit D to the corresponding pay range and step in  
19                   Exhibit E.

20

21                   Effective July 1, 2028, Employees not administratively assigned to  
22                   the salary schedule shall receive a four percent (4%) per month pay  
23                   increase.

24

25                   23.02 e. Employees receiving a Shortage Differential (SD) at the time of a pay  
26                   increase shall retain the differential for salary adjustments in 23.02 a,  
27                   b, c and d above. However, nothing herein shall preclude adjustment  
28                   of the shortage differential at a later date or preclude elimination of

1                   the SD upon termination of the shortage category declaration or  
2                   movement of an Employee to a class or position without SD.

3

4                   This agreement does not constitute negotiation of shortage rates  
5                   and the Employer maintains the right to determine these amounts.

1 **SECTION 34. MEAL ALLOWANCE.**

2

3 **34.01 AMOUNT.**

4

5 **34.01 a.** An Employee who works overtime shall be provided a meal allowance of  
6 [six dollars (\$6.00)] **eight dollars (\$8.00)** for breakfast, [eight dollars  
7 (\$8.00)] **ten dollars (\$10.00)** for lunch, and [ten dollars (\$10.00)] **twelve**  
8 **dollars (\$12.00)** for dinner as follows:

9

10 **34.01 a.1. POST-SHIFT OVERTIME.**

11 An Employee who works overtime after the workday shall be provided a  
12 meal allowance after the completion of two (2) hours of overtime work in  
13 intervals of five (5) hours of overtime work rendered following the first  
14 overtime meal.

15

16 **34.01 a.2. TWO (2) OR MORE HOURS OF PRE-SHIFT OVERTIME.**

17

18 **34.01 a.2.a)** An Employee who works two (2) or more hours of pre-shift overtime and  
19 works continuously into the workday shall be provided a meal allowance  
20 for the overtime work and the workday.

21

22 **34.01 a.2.b)** An Employee shall be provided a meal allowance after the completion of  
23 two (2) hours of overtime work and at intervals of five (5) hours of  
24 continuous work after the first meal period.

25

26 **34.01 a.3. LESS THAN TWO (2) HOURS OF PRE-SHIFT OVERTIME.**

27

1      **34.01 a.3.a) LESS THAN TWENTY-FOUR (24) HOURS PRIOR NOTICE.**

2              An Employee who works less than two (2) hours of pre-shift overtime with  
3              less than twenty-four (24) hours prior notice and works continuously into  
4              the workday shall be provided a meal allowance at the beginning of the  
5              workday and for the meal period in the workday.

6

7      **34.01 a.3.b) TWENTY-FOUR (24) HOURS OR MORE PRIOR NOTICE.**

8              An Employee shall not be entitled to a meal allowance when the  
9              Employee works less than two (2) hours of pre-shift overtime with at least  
10              twenty-four (24) hours prior notice and works continuously into the  
11              workday.

12

13      **34.01 a.4. OVERTIME DURING OFF-DUTY HOURS, SCHEDULED DAY OFF OR**  
14              **HOLIDAY.**

15

16      **34.01 a.4.a) LESS THAN TWENTY-FOUR (24) HOURS PRIOR NOTICE.**

17              An Employee who works overtime that is not post-shift or pre-shift  
18              overtime on a day off or a holiday with less than twenty-four (24) hours  
19              prior notice shall be provided a meal allowance after the completion of two  
20              (2) hours of overtime work and at intervals of five (5) hours of continuous  
21              overtime work after the first overtime meal period.

22

23      **34.01 a.4.b) TWENTY-FOUR (24) HOURS OR MORE PRIOR NOTICE.**

24              An Employee who works overtime that is not post-shift or pre-shift  
25              overtime on a day off or a holiday with at least twenty-four (24) hours prior  
26              notice shall be provided a meal allowance after the completion of ten (10)  
27              hours of overtime work and at intervals of five (5) hours of overtime work  
28              after the first overtime meal period.

29

1    **34.01 a.5.**    **OVERTIME WHILE ON STAND-BY.**  
2    An Employee who responds to a call to work as provided in Section 28.  
3    shall be provided a meal allowance upon completion of two (2) hours of  
4    work and at intervals of five (5) hours of continuous work after the first  
5    meal period.

6  
7    **34.02**    **PAYMENT.**  
8    The Employer shall provide the meal allowance to the Employee within  
9    thirty (30) days (approximately two (2) pay periods) from the date on which  
10   the claim for the allowance is filed with the Employer.

11  
12   **34.03**    **DEFINITION.**  
13  
14   **34.03 a.**    Breakfast shall mean a meal allowed an Employee from 3:00 a.m. to 9:00  
15   a.m.  
16  
17   **34.03 b.**    Lunch shall mean a meal allowed an Employee after 9:00 a.m. to 3:00  
18   p.m.

19  
20   **34.03 c.**    Dinner shall mean a meal allowed an Employee after 3:00 p.m. but before  
21   3:00 a.m.

22  
23   **34.04**    **CAFETERIA WORKERS.**

24  
25   **34.04 a.**    Cafeteria workers in the Department of Education and in the University of  
26   Hawaii system shall be provided without charge the lunch meal which is  
27   served to students during the school day in the school cafeterias.

1    **34.04 b.**    Cafeteria workers in the Department of Education who are directly  
2    involved in preparing meals under special feeding programs when school  
3    is not in session shall be provided without charge the lunch meal which is  
4    served during the workday under such programs.

5

6    **34.05**    **DIETARY WORKERS.**

7

8    **34.05 a.**    Dietary workers in the Departments of Health, Hawaii Health Systems  
9    Corporation and Public Safety shall be provided without charge one (1)  
10   meal per workday which is served as the house diet and the meal shall be  
11   the meal that is consumed during the respective Employee's meal period.

12

13   **34.05 b.**    Any institution in the Departments of Health, Hawaii Health Systems  
14   Corporation and Public Safety that is presently providing its dietary  
15   workers more than one (1) meal per workday without charge shall  
16   continue.

Bargaining Unit 1  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union AMWU  
Date 6/20/25

1      **SECTION 35. HOLIDAYS.**

2

3      **35.01**      The following days of each year are established as holidays:

4

|    | <u>NAME OF HOLIDAY</u>                                     | <u>DAY OF HOLIDAY</u>          |
|----|--|--------------------------------|
| 7  | <b><u>35.01 a.</u></b> New Year's Day                      | First day of January           |
| 9  | <b><u>35.01 b.</u></b> Dr. Martin Luther King, Jr. Day     | Third Monday in January        |
| 11 | <b><u>35.01 c.</u></b> Presidents' Day                     | Third Monday in February       |
| 13 | <b><u>35.01 d.</u></b> Prince Jonah Kuhio Kalanianaole Day | Twenty-Sixth day of March      |
| 15 | <b><u>35.01 e.</u></b> Good Friday                         | Friday preceding Easter Sunday |
| 17 | <b><u>35.01 f.</u></b> Memorial Day                        | Last Monday in May             |
| 19 | <b><u>35.01 g.</u></b> King Kamehameha I Day               | Eleventh day of June           |
| 21 | <b><u>35.01 h.</u></b> Independence Day                    | Fourth day of July             |
| 23 | <b><u>35.01 i.</u></b> Admission Day                       | Third Friday in August         |
| 25 | <b><u>35.01 j.</u></b> Labor Day                           | First Monday in September      |
| 27 | <b><u>35.01 k.</u></b> Veterans' Day                       | Eleventh day of November       |

2

4

7

10

11 35.02 **OBSERVANCE OF HOLIDAYS.**

12

13 35.02 a. An Employee whose workdays are Monday through Friday in the work week in which a holiday occurs shall observe the holiday as follows:

15

| 16 | DAY OF HOLIDAY | DAY HOLIDAY OBSERVED |
|----|----------------|----------------------|
|----|----------------|----------------------|

17

18 Saturday Friday preceding Holiday

19

20 Workday Workday

21

22 **35.02 b.** An Employee whose workday is other than Monday through Friday in  
23 the work week in which a holiday occurs shall observe the holiday as  
24 follows:

25

26 PAY OF HOLIDAY PAY HOLIDAY IS OBSERVED

27

|    |         |                                 |
|----|---------|---------------------------------|
| 28 | Day Off | First workday after the day off |
| 29 | Workday | Workday                         |

30

### 31 35.02 c. Two Holidays Observed on the Same Calendar Day.

1  
2       Whenever two holidays are to be observed on the same calendar  
3       day in accordance with Section 35.02 above:

4  
5       The first holiday shall be observed in the normal manner; and  
6

7       The second holiday shall be observed on a date mutually agreed  
8       to between the Employee and the Employee's supervisor  
9       provided that such mutual agreement shall be reached at least  
10       sixty (60) calendar days prior to the date the two holidays were  
11       to be observed. If an agreement is not reached, the matter shall  
12       be referred to the Employee's appointing authority or designee  
13       other than the Employee's supervisor for a final and binding  
14       decision. The decision shall be made at least thirty (30) calendar  
15       days prior to the date the two holidays were to be observed.

16  
17       The mutually agreed upon date shall occur within the same  
18       calendar year.

19  
20       **35.03**       **SHARED EQUITABLY.**

21  
22       **35.03 a.**       Holiday work assignments shall be shared equitably among  
23       Employees in a work unit.

24  
25       **35.03 b.**       A rotational system by seniority will be established whereby every  
26       Employee within an organizational unit will be given the opportunity to  
27       participate in holiday work assignments on an equitable basis insofar  
28       as the requirements of the mission will permit and in accordance with  
29       skills required.

30  
31       **35.03 c.**       The Employer shall maintain records to assure that holiday work

1 assignments are shared equitably among Employees.

2

3 **35.03 d.** Section 35.03 shall not apply to an Employee who chooses workdays,

4 days off or shifts as provided in Section 25.03 a.5. and Section

5 25.03 b.5.

6

7 **35.04** Upon request of the Union, the Employer shall meet and consult with

8 the Union when developing the equitable holiday work assignments.

1 **SECTION 41. LEAVE OF ABSENCE FOR DEATH IN THE FAMILY.**

2

3 **41.01 LEAVE WITH PAY.**

4

5 **41.01 a.** An Employee shall be allowed three (3) working days as leave of  
6 absence with pay for death in the family which shall not be deducted  
7 from any other leaves, with or without pay including absences from work  
8 due to an injury as provided in the Hawaii Workers Compensation Law.

9

10 **41.01 b.** The leave of absence with pay shall be granted on days designated by  
11 the Employee provided it is within a reasonable period of time after a  
12 death in the family.

13

14 **41.02 FAMILY.**

15

16 **41.02 a.** Family is defined as:

17

18 **41.02 a.1.** Parents, step-parents, or legal guardians.

19

20 **41.02 a.2.** Brothers.

21

22 **41.02 a.3.** Sisters.

23

24 **41.02 a.4.** Spouse.

25

26 **41.02 a.5.** Children.

27

28 **41.02 a.6.** Parents-in-law.

1

2 41.02 a.7. Grandparents.

3

4 41.02 a.8. Grandchildren.

5

6 **41.02 a.9.** An individual who has become a member of a family through the  
7 Hawaiian hanai custom or a step relationship.

8

9 **41.02 b.** The leave of absence with pay can only be used for **two parents** [one  
10 mother and one father] regardless of whether the parent relationship is  
11 natural, hanai, step or legal guardians.

12

13 41.02 c. The Hawaiian Dictionary, revised and enlarged, copyright 1986 defines  
14 hanai.

15

16      **41.03**      An Employee shall be granted a reasonable number of days of vacation  
17                          leave or leave of absence without pay in addition to leave of absence  
18                          with pay as provided in Section 41.01 for travel to attend a funeral  
19                          outside the State of Hawaii or to make necessary arrangements for a  
20                          funeral in the State of Hawaii.

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union Amu  
Date 6/20/25

1 **SECTION 50. WORKING CONDITION DIFFERENTIAL.**

2

3 **50.01** **[WAIMANO TRAINING SCHOOL AND HOSPITAL] RESERVED.**

4

5 **50.01 a.** **[An Employee who does janitorial work in Building 4, Wings 1 and 2, and**  
6 **Building 6 of Waimano Training School and Hospital shall be paid, in**  
7 **addition to the Employee's basic rate of pay, the working condition**  
8 **differential for each hour of work.] RESERVED.**

9

10 **50.01 b.** **[In the event that all of the residents of either or both buildings must be**  
11 **relocated elsewhere, the Employer will locate the residents as a group in**  
12 **another building. When this occurs, the Employer in consultation with the**  
13 **Union shall review and determine which Employee will be entitled to a**  
14 **differential because of unusual or unique working conditions.] RESERVED.**

15

16 **50.01 c.** **[In the event for professional reasons, a dispersal of the residents is**  
17 **determined to be in the best interest of the residents, the Employer will**  
18 **meet and consult with the Union and determine how and to which**  
19 **personnel the working condition differential will apply.] RESERVED.**

20

21 **50.02** **AUTOPSY.**

22 An Employee who does clean-up work after an autopsy shall be paid, in  
23 addition to the Employee's basic rate of pay the working condition  
24 differential for each hour of work.

25

26 **50.03** **CORRECTIONS.**

27 An Employee who works in a corrections institution shall be paid, in  
28 addition to the Employee's basic rate of pay, the working condition  
29 differential.

**1    50.04                    DIFFERENTIAL.**

2

3    **50.04 a.** The working condition differential shall be twenty-five cents (\$.25) for each  
4    hour or fraction of thirty (30) minutes or more of work and thirteen cents  
5    (\$.13) for less than thirty (30) minutes of work for an Employee subject to  
6    [Sections 50.01 and] Section 50.02.

7

8    **50.04 b.** The working condition differential shall be thirty cents (\$.30) for each hour  
9    or fraction of thirty (30) minutes or more of work and fifteen cents (\$.15)  
10   for less than thirty (30) minutes of work for an Employee subject to Section  
11   50.03.

12

13 **50.05** **RECLASSIFICATION.**

14 The Employer in consultation with the Union may terminate the differential  
15 as provided in Section 50. upon reclassification of an affected Employee's  
16 position to a higher classification because of the unusual or unique  
17 working conditions which qualified the Employee for the differential.

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union PEW  
Date 6/20/25

1    **SECTION 62. BENEFIT PLANS.**

2

3    *Delete the existing language in this Section in its entirety and replace with the*  
4    *following:*

5

6       A.    **"Health Benefit Plan"** shall mean the medical PPO, HMO, prescription  
7          drug, dental, vision and dual coverage medical plans.

8

9       B.    **Effective July 1, 2025**

10

11       Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised  
12    Statutes, the Employer shall pay monthly contributions which include the cost of  
13    any Hawaii Employer-Union Health Benefits Trust Fund (Trust Fund)  
14    administrative fees to the Trust Fund effective July 1, 2025, not to exceed the  
15    monthly contribution amounts as specified below:

16

17       1.    For each Employee-Beneficiary with no dependent-beneficiaries  
18    enrolled in the following Trust Fund health benefit plans:

19

| <u>BENEFIT PLAN</u>  | <u>TOTAL EMPLOYER MONTHLY</u> | <u>CONTRIBUTION</u> |
|--|-------------------------------|---------------------|
| a. <u>Medical (PPO or HMO) (medical, drug &amp; chiro)</u> | <u>\$ 534.36</u>              |                     |
| b. <u>Dental</u>   | <u>\$ 24.22</u>               |                     |
| c. <u>Vision</u>   | <u>\$ 2.52</u>                |                     |
| d. <u>Dual coverage (medical &amp; drug)</u>               | <u>\$ 21.58</u>               |                     |

27

1           The Employer shall pay the same monthly contribution for each member  
2           enrolled in a self only medical plan (PPO or HMO), regardless of which plan is  
3           chosen; provided that the dollar amount contributed by the Employer shall not  
4           cause the employer share to exceed 90% of the total premium.

5

6           2.    For each Employee-Beneficiary with one dependent-beneficiary  
7           enrolled in the following Trust Fund health benefit plans:

8

| <u>BENEFIT PLAN</u>  | <u>TOTAL EMPLOYER MONTHLY</u> |
|--|-------------------------------|
|  | <u>CONTRIBUTION</u>           |
| a. <u>Medical (PPO or HMO) (medical, drug &amp; chiro)</u> | <u>\$1,297.92</u>             |
| b. <u>Dental</u>   | <u>\$ 48.46</u>               |
| c. <u>Vision</u>   | <u>\$ 4.68</u>                |
| d. <u>Dual coverage (medical &amp; drug)</u>               | <u>\$ 38.50</u>               |

12

13           The Employer shall pay the same monthly contribution for each member  
14           enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is  
15           chosen; provided that the dollar amount contributed by the Employer shall not  
16           cause the employer share to exceed 90% of the total premium.

17

18           3.    For each Employee-Beneficiary with two or more dependent-  
19           beneficiaries enrolled in the following Trust Fund health benefit plans:

20

| <u>BENEFIT PLAN</u>  | <u>TOTAL EMPLOYER MONTHLY</u> |
|--|-------------------------------|
|  | <u>CONTRIBUTION</u>           |
| a. <u>Medical (PPO or HMO) (medical, drug &amp; chiro)</u> | <u>\$1,654.70</u>             |
| b. <u>Dental</u>   | <u>\$ 72.70</u>               |

|   |  |          |
|---|--|----------|
| 1 | <u>c. Vision</u>                             | \$ 6.12  |
| 2 | <u>d. Dual coverage (medical &amp; drug)</u> | \$ 41.70 |

4                   The Employer shall pay the same monthly contribution for each member  
5                   enrolled in a family medical plan (PPO or HMO), regardless of which plan is  
6                   chosen; provided that the dollar amount contributed by the Employer shall not  
7                   cause the employer share to exceed 90% of the total premium.

9        4. For each Employee-Beneficiary enrolled in the Trust Fund group life  
10 insurance plan, the Employer shall pay \$4.12 per month which reflects one  
11 hundred percent (100%) of the monthly premium and any administrative fees.

**13 C. Effective July 1, 2026**

15                   Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised  
16                   Statutes, effective July 1, 2026 for plan year 2026-2027, with the exception of  
17                   items C1d., C2d., C3d., and C4., which shall be as described below, the Employer  
18                   shall pay a specific dollar amount equivalent to sixty percent (60%) of the final  
19                   premium rates established by the Trust Fund Board for the respective health  
20                   benefit plan, plus sixty percent (60%) of any administrative fees.

22        1.    The amounts paid by the Employer shall be based on the plan year  
23    2026-2027 final monthly premium rates established by the Trust Fund for each  
24    Employee-Beneficiary with no dependent-beneficiaries enrolled in the following  
25    Trust Fund health benefit plans:

## BENEFIT PLAN

28                    a. Dental  
29                    b. Vision

1           c. Dual coverage (medical & drug)

2

3           d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall  
4 pay the same monthly contribution for each member enrolled in a self only  
5 medical plan, regardless of which plan is chosen. The amount shall be based on  
6 60% of the total premium of the HMSCA 80-20 medical plan (with drug & chiro),  
7 provided that the dollar amount contributed by the Employer shall not cause the  
8 employer share to exceed 90% of the total premium.

9

10          2. The amounts paid by the Employer shall be based on the plan year  
11 2026-2027 final monthly premium rates established by the Trust Fund for each  
12 Employee-Beneficiary with one dependent-beneficiary enrolled in the following  
13 Trust Fund health benefit plans:

14

15          **BENEFIT PLAN**

16          a. Dental

17          b. Vision

18          c. Dual coverage (medical & drug)

19          d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall  
20 pay the same monthly contribution for each member enrolled in a two-party  
21 medical plan, regardless of which plan is chosen. The amount shall be based on  
22 60% of the total premium of the HMSCA 80-20 medical plan (with drug & chiro),  
23 provided that the dollar amount contributed by the Employer shall not cause the  
24 employer share to exceed 90% of the total premium.

25

26          3. The amounts paid by the Employer shall be based on the plan year  
27 2026-2027 final monthly premium rates established by the Trust Fund for each  
28 Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the  
29 following Trust Fund health benefit plans:

1

2                   **BENEFIT PLAN**

3                   a.      Dental

4                   b.      Vision

5                   c.      Dual coverage (medical & drug)

6                   d.      Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall  
7                   pay the same monthly contribution for each member enrolled in a family medical  
8                   plan, regardless of which plan is chosen. The amount shall be based on 60% of  
9                   the total premium of the HMSA 80-20 medical plan (with drug & chiro), provided  
10                   that the dollar amount contributed by the Employer shall not cause the employer  
11                   share to exceed 90% of the total premium.

12

13                   4.      For each Employee-Beneficiary enrolled in the Trust Fund group life  
14                   insurance plan, the Employer shall pay one hundred percent (100%) of the  
15                   monthly premium and any administrative fees.

16

17                   D.      No later than three (3) weeks after the Trust Fund Board formally  
18                   establishes and adopts the final premium rates for Fiscal Year 2026 – 2027, the  
19                   Office of Collective Bargaining shall distribute the final calculation of the  
20                   Employers' monthly contribution amounts for each health benefit plan.

21

22                   E.      Payment for Plans Eliminated or Abolished. The Employer shall  
23                   make no payments for any and all premiums for any portion or part of a Trust  
24                   Fund health benefit plan that the Trust Fund Board eliminates or abolishes.

25

26                   F.      Rounding Employer's Monthly Contribution. Whenever the  
27                   Employer's monthly contribution (premium plus administrative fee) to the Trust  
28                   Fund is less than one hundred percent (100%) of the monthly premium amount,

1    such monthly contribution shall be rounded to the nearest cent as provided  
2    below:

3

4    1.    When rounding to the nearest cent results in an even amount, such  
5    even amount shall be the Employer's monthly contribution. For example:

6

7    (a)     $\$11.397 = \$11.40 = \$11.40$  (Employer's monthly contribution)  
8    (b)     $\$11.382 = \$11.38 = \$11.38$  (Employer's monthly contribution)

9

10    2.    When rounding to the nearest cent results in an odd amount, round  
11    to the lower even cent, and such even amount shall be the Employer's monthly  
12    contribution. For example:

13

14    (a)     $\$11.392 = \$11.39 = \$11.38$  (Employer's monthly contribution)  
15    (b)     $\$11.386 = \$11.39 = \$11.38$  (Employer's monthly contribution)

16

17    All employer contributions effective July 1, 2025 reflect the rounding  
18    described in item F. Employer contributions effective July 1, 2026 shall be  
19    rounded as described in item F. after the Trust Fund Board formally establishes  
20    and adopts the final premium rates for Fiscal Year 2026-2027.

21

22    G.    If an agreement covering periods beyond the term of this Agreement  
23    is not executed by June 30, 2027, Employer contributions to the Trust Fund shall  
24    be the same monthly contribution amounts paid in plan year 2026-2027 for the  
25    Health Benefit Plan approved by the Trust Fund including any monthly  
26    administrative fees.

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer *Wilbert Holck*  
Union *Kris*  
Date *6/20/25*

1 **SECTION 66. DURATION.**

2

3 **66.01 EFFECTIVE DATES.**

4 The Unit 1 Agreement shall be effective July 1, [2024] 2025 and shall  
5 remain in full force and effect to and including June 30, [2025] 2029. During  
6 the term of this Agreement, the parties shall meet on the Employer EUTF  
7 contributions for the plan years [2023-2024] 2027-2028 and [2024-2025]  
8 2028-2029 by giving written notice to the other party of its intent to reopen  
9 by January 31, [2023] 2027.

10

11 In the event the parties reach agreement on the Employer's contribution to  
12 EUTF, such amended section shall be effective no earlier than  
13 July 1, [2023] 2027, and shall remain in effect to and including  
14 June 30, [2025] 2029. The entire Unit 1 Agreement shall be renewed  
15 thereafter in accordance with statutes unless either party hereto gives  
16 written notice to the other party of its desire to modify, amend, or terminate  
17 the Unit 1 Agreement.

18

19 **66.02 NOTICES AND PROPOSALS.**

20 Notices and proposals shall be in writing and shall be presented to the other  
21 party between June 15 and June 30, [2024] 2028. When the notice is given,  
22 negotiations for a new Unit 1 Agreement shall commence on a mutually  
23 agreeable date following the exchange of written proposals.

24

25 **66.03 RESERVED.**