

1

2                   **ARTICLE 31 - WORKING CONDITION DIFFERENTIAL**

3

4                   A.     All Employees at Hawai'i State Hospital will be entitled to a differential  
5 because of unusual or unique working conditions in having contact with patients who  
6 are ordered by the courts pursuant to Chapters 704 and 706, HRS, to be in the custody  
7 of the Director of Health or who are adult inmates who were transferred from a  
8 correctional institution under Chapter 334, HRS. Employees shall be paid in addition to  
9 their basic compensation, a differential of ~~fifty cents (\$.50)~~ **one dollar (\$1.00)** per hour  
10 for each hour of work performed.

11

12                  B.     Employees of the Hawai'i Health Systems Corporation (HHSC) shall be  
13 entitled to a differential because of unusual or unique working conditions whenever  
14 working with a patient who is sent to an HHSC facility because of an order by the courts  
15 pursuant to Chapters 704 and 706, HRS, to be in the custody of the Director of Health;  
16 or when an adult inmate is transferred from a correctional institution under Chapter 334,  
17 HRS, to an HHSC facility; or when a patient that has been recommended for placement  
18 into the Hawai'i State Hospital is placed temporarily in the HHSC facility. All Employees  
19 assigned to such patient care unit shall be entitled to a differential of ~~fifty cents (\$.50)~~  
20 **one dollar (\$1.00)** per hour for each hour of work performed while on such assignment.  
21 The differential will remain until such time as the patient is removed from the location or  
22 is released from said custody into regular patient status.

23

24                  C.     For the purpose of granting differential pay for a portion of an hour in  
25 paragraphs A and B above, the Employee will be paid ~~twenty-five cents (\$.25)~~ **fifty**  
26 **cents (\$.50)** for one-half (1/2) hour or less of work and ~~fifty cents (\$.50)~~ **one dollar**  
27 **(\$1.00)** for more than one-half (1/2) hour of work.

28

1           D. Employees assigned to correctional facilities shall be entitled to a  
2 differential because of unusual or unique working conditions. Such Employees shall be  
3 paid, in addition to their basic compensation, a differential of [fifty cents (\$.50)] one  
4 dollar (\$1.00) per hour for each hour of work performed at such location.

5

6           E. In administering paragraph D above, and for purposes of granting  
7 differential pay for a portion of an hour, the Employee will be paid [twenty five cents  
8 (\$.25)] fifty cents (\$.50) for one-half (1/2) hour or less of work and [fifty cents (\$.50)]  
9 one dollar (\$1.00) for more than one-half (1/2) hour of work.

10

11          F. The Employer, in consultation with the Union, may terminate the  
12 differentials provided by this section upon reclassification of an affected Employee's  
13 position to a higher classification because of the unusual or unique working conditions  
14 which qualified the Employee for the differential or because such conditions cease to  
15 exist.

## ARTICLE 41 – TRAVEL

A. Applicable rules, ordinance, and policies. Except as modified by this Article, Chapter 3-10, Hawai'i Administrative Rules, in the case of the State, and applicable rules, regulations, ordinances, or policies, in the case of the county jurisdictions, shall remain applicable for the duration of this Agreement.

B. Travel occurring on same island. When an Employee is required to work in locations which make it impracticable and undesirable to return home at the end of a workday, with prior approval one of the following shall apply:

1. If commercial lodging is utilized, the Employee shall be paid a travel allowance pursuant to Paragraph D.

2. If commercial lodging is not available, such as in mountainous or other remote areas, the Employer shall provide cabins or tentage and needed camping supplies and equipment. At the Employee's option, the Employer shall also provide adequate stores of food or pay the Employee twenty dollars (\$20.00) per day in lieu thereof. The twenty dollars (\$20.00) per day shall be applicable for each twenty-four (24) hour period or portion thereof, calculated from the beginning of the Employee's work day until the Employee's return to the Employee's permanent workplace from the mountainous or other remote area.

3. If non-commercial lodging is available, the Employer shall have the option to select such lodging for the Employee's use. At the Employee's option, the Employer shall also provide adequate stores of food or pay the Employee twenty dollars (\$20.00) per day in lieu thereof. The twenty dollars (\$20.00) per day shall be applicable for each twenty-four (24) hour period or portion thereof, calculated from the beginning of the

1 Employee's work day until the Employee's return to the Employee's permanent  
2 workplace from the non-commercial lodging.

3

4 C. Off-island travel to mountainous or other remote areas.

5

6 1. Whenever an Employee is required to travel on official business to  
7 mountainous or other remote areas where no commercial lodging is available, the  
8 Employer shall provide cabins, tentage, or shall arrange for lodging within available  
9 facilities, and shall provide adequate stores of food or pay the Employee twenty dollars  
10 (\$20.00) per day in lieu thereof.

11

12 2. Notwithstanding the provisions of this paragraph, a mutual agreement may  
13 be arranged among Employees with the Employer to provide for per diem expenses  
14 pursuant to Paragraph D in lieu of this paragraph.

15

16 D. Intra-state travel.

17

18 1. When an Employee is required to travel on official business to another island  
19 the Employee shall be provided with a per diem of ninety dollars (\$90.00) per twenty-four  
20 (24) hour day.

21

22 2. In the case of official travel time involving a fraction of a day, the allowable  
23 claim shall be in terms of quarter-day periods, with the quarter-day periods measured from  
24 midnight. In computing the amount of per diem, the official travel time shall begin one (1)  
25 hour before the scheduled flight departure time and shall end upon the Employee's return  
26 to the Employee's home airport. This computation shall be applicable to all trips, except  
27 one-day trips (leaving and returning on the same day). In the case of one-day trips, the  
28 Employee shall be entitled to a meal allowance of twenty dollars (\$20.00) in lieu of per  
29 diem.

30

1           3. When an authorized leave is added before or after the official travel, the per  
2 diem amount shall be the same as that which would have been allowed if the authorized  
3 leave had not been taken.

4

5           E. Out-of-state travel.

6

7           1. When an Employee is required to travel on official business to areas outside  
8 the State of Hawai`i, the Employee shall be provided a per diem of one hundred forty-five  
9 dollars (\$145.00) per twenty-four (24) hour day.

10

11          2. In the case of official travel time involving a fraction of a day, the allowable  
12 claim shall be in terms of quarter-day periods, with the quarter-day periods measured from  
13 midnight. In computing the amount of per diem, the official travel time shall begin no later  
14 than twenty-four (24) hours prior to the time the Employee is to be at work at the  
15 out-of-state destination. The Employee shall be scheduled to arrive at the out-of-state  
16 destination (applicable airport) at least ten (10) hours before reporting for duty. The official  
17 travel time shall end upon the Employee's return to the Employee's home airport. All  
18 calculations will be based on Hawaiian Standard Time.

19

20          3. When an authorized leave is added before or after the official travel, the per  
21 diem amount shall be the same as that which would have been allowed if the authorized  
22 leave had not been taken.

23

24          F. Reimbursement for commercial lodging expenses in excess of the lodging  
25 allowance.

26

27          Included in the per diem rate designated in paragraphs D. and E. shall be a daily  
28 allowance for commercial lodging except for one-day trips. For intra-state travel, this  
29 lodging allowance shall be fifty dollars (\$50.00) per twenty-four (24) hour day. For  
30 out-of-state travel, this allowance shall be eighty-five dollars (\$85.00) per twenty-four (24)  
31 hour day.

1            Whenever an Employee's commercial lodging cost exceeds the applicable lodging  
2 allowance, the Employee shall be entitled to an additional amount added to the  
3 Employee's per diem. This amount shall be equal to the difference of the actual daily cost  
4 of commercial lodging and the applicable allowance provided herein, multiplied by the  
5 number of days spent on commercial lodging. Unless otherwise waived by the Employer,  
6 request for commercial lodging expenses in excess of the lodging allowance shall be  
7 made in advance of the Employee's trip.

8

9            G.      Advanced per diem and reimbursements.

10

11            Whenever possible, an Employee shall receive advanced per diem for official  
12 travel. The Employer shall reimburse Employees who request reimbursement for excess  
13 lodging expenses as soon as possible.

14

15            H.      Furnished meals and lodging.

16

17            When lodging or meals are provided at no cost to the Employees, the Employer  
18 shall continue its existing practices in adjusting the per diem amounts. However, the per  
19 diem allowance provided herein shall not be adjusted when meals are included in  
20 conference programs.

21

22            I.      Mileage Reimbursement.

23

24            1.      The term "vehicles" as used in this paragraph only applies to automobiles,  
25 trucks, vans, or buses.

26

27            2.      Employees who are authorized to use their private vehicles to carry out their  
28 duties and responsibilities shall be reimbursed at the standard mileage rate prescribed by  
29 the Internal Revenue Service for each mile traveled for business purposes.

30

31

1           3. Employees who are presently being provided automobile allowance for the  
2 required use of their private vehicles in the performance of their official duties shall  
3 continue receiving such allowances, provided that the amount of the allowance may be  
4 modified through a separate memorandum of agreement mutually agreed to by the Union  
5 and the Employer concerned. However, allowances shall be terminated when the  
6 Employer no longer requires the Employees to use their private vehicles in the  
7 performance of their official duties.

8  
9           4. Mileage reimbursement to and from home to work site shall be allowed for  
10 all call back work and for overtime work on scheduled days off and holidays, except for  
11 Employees whose normal work hours include the holiday.

12  
13 **Effective July 1, 2026, all of the above shall be replaced in its entirety with the**  
14 **following:**

15  
16           **A. Professional Meetings/Trainings.**

17  
18           **In recognition of the value in Employees attending professional**  
19 **meetings/trainings as part of their normal professional activity and their**  
20 **professional development, the Employer will endeavor to facilitate the travel of**  
21 **Employees to professional meetings/trainings, as determined by the Employer**  
22 **insofar as is possible without interfering with maintaining the efficiency of**  
23 **operations within available funds.**

24  
25           **B. Applicable rules, ordinances, and policies. Except as modified by**  
26 **this Article, Chapter 3-10, Hawai`i Administrative Rules, in the case of the State,**  
27 **and applicable rules, regulations, ordinances, or policies, in the case of the**  
28 **county jurisdictions, shall remain applicable for the duration of this Agreement.**

1           C.     Overnight Travel On-Island, Inter-Island and Out-of-State.

2

3           The Employer's present rules and regulations on Travel Policies and  
4           Procedures shall be amended to provide for the following:

5

6           1.     When Employees are required to travel on official business and such  
7           travel requires an overnight stay, they shall be provided with a travel allowance  
8           consisting of: (1) the applicable federal (U.S. General Services Administration)  
9           allowance for meals and incidental expenses (M&IE); plus (2) reimbursement of  
10           actual lodging expenses, which shall not exceed the federal (U.S. General  
11           Services Administration) lodging allowance. Lodging expenses in excess of the  
12           federal lodging allowance may be requested on an exception basis. Such  
13           requests for lodging expenses in excess of the applicable federal rate shall be  
14           reasonable, shall be approved in advance of the Employee's trip, and shall  
15           require submittal of receipts prior to reimbursement.

16

17           2.     Nothing in this paragraph shall preclude Employees from accepting  
18           M&IE and reimbursement for actual lodging expenses which are less than the  
19           federal allowable rates.

20

21           3.     In the case of official travel time involving a fraction of a day, the  
22           allowable claim for M&IE shall be prorated in terms of quarter-day periods  
23           measured from midnight. In computing the amount of per diem, the official travel  
24           time shall begin ninety (90) minutes before the scheduled flight departure time  
25           and shall end thirty (30) minutes after the return to the Employee's home airport.  
26           Unless otherwise authorized by the Employer, allowable travel time is the time  
27           necessary to travel by the most direct route to and from the points specified in  
28           the approved travel plan or request, plus the time necessary to conduct the  
29           required official business.

1           D. Inter-Island Travel not involving an Overnight Stay.

2

3           For inter-island travel not involving an overnight stay, the Employer will  
4           provide the Employee with an allowance of thirty dollars (\$30.00).

5

6           E. Travel to mountainous or other remote areas.

7

8           1. Whenever an Employee is required to travel on official business to  
9           mountainous or other remote areas where no commercial lodging is available, the  
10           Employer shall provide cabins, tentage, or shall arrange for lodging within  
11           available facilities, and shall provide adequate stores of food or pay the Employee  
12           thirty dollars (\$30.00) per day in lieu thereof.

13

14           2. Notwithstanding the provisions of this paragraph, a mutual  
15           agreement may be arranged among Employees with the Employer to provide for  
16           M&IE expenses in lieu of this paragraph.

17

18           F. Advanced M&IE and Reimbursements.

19

20           Whenever possible, an Employee shall receive advanced M&IE for official  
21           travel. The Employer shall reimburse Employees who request reimbursement for  
22           lodging expenses as soon as possible.

23

24           G. Furnished Meals and Lodging.

25

26           When lodging or meals are provided at no cost to the Employees, the  
27           Employer shall continue its existing practices in adjusting the M&IE amounts.  
28           However, the M&IE allowance provided herein shall not be adjusted when meals  
29           are included in conference programs.

1           H. Mileage Reimbursement.

2

3           1. The term "vehicles" as used in this paragraph only applies to  
4           automobiles, trucks, vans, or buses.

5

6           2. Employees who are authorized to use their private vehicles to carry  
7           out their duties and responsibilities shall be reimbursed at the standard mileage  
8           rate prescribed by the Internal Revenue Service for each mile traveled for  
9           business purposes.

10

11           3. Employees who are presently being provided with automobile  
12           allowance for the required use of their private vehicles in the performance of their  
13           official duties shall continue receiving such allowances, provided that the amount  
14           of the allowance may be modified through a separate memorandum of agreement  
15           mutually agreed to by the Union and the Employer concerned. However,  
16           allowances shall be terminated when the Employer no longer requires the  
17           Employees to use their private vehicles in the performance of their official duties.

18

19           4. Mileage reimbursement to and from home to work site shall be  
20           allowed for all call back work and for overtime work on scheduled days off and  
21           holidays, except for Employees whose normal work hours include the holiday.

Bargaining Unit 02  
TENTATIVE AGREEMENT  
Employer W  
Union RP  
Date 10/21/25

## **ARTICLE 51 – SALARIES**

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

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

**B. Subject to the approval of the respective legislative bodies and effective July 1, 2025:**

1. The salary schedule designated as Exhibit A shall be amended to reflect a three and five-tenths percent (3.5%) increase and such amended schedule shall be designated as Exhibit B.

2. Following B.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit B.

3. Employees who were on Steps B1 and C1 as of June 30, 2020, shall receive a three and five-tenths percent (3.5%) pay increase.

4. Employees who were on Step L5 as of June 30, 2015, shall receive a three and five-tenths percent (3.5%) pay increase.

**5. Employees not administratively assigned to the salary schedule shall receive a three and five-tenths percent (3.5%) pay increase.**

**C. Subject to the approval of the respective legislative bodies and effective July 1, 2026:**

1        1. The salary schedule designated as Exhibit B shall be amended to  
2        reflect a three and seventy-nine hundredths percent (3.79%) increase and such  
3        amended schedule shall be designated as Exhibit C.

4

5        2. Following C.1. above, Employees shall be placed on the  
6        corresponding pay range and step of Exhibit C.

7

8        3. Employees who were on Steps B1 and C1 as of June 30, 2020, shall  
9        receive a three and seventy-nine hundredths percent (3.79%) pay increase.

10

11        4. Employees who were on Step L5 as of June 30, 2015, shall receive a  
12        three and seventy-nine hundredths percent (3.79%) pay increase.

13

14        5. Employees not administratively assigned to the salary schedule shall  
15        receive a three and seventy-nine hundredths percent (3.79%) pay increase.

16

17        D. Subject to the approval of the respective legislative bodies and  
18        effective July 1, 2027:

19

20        1. The salary schedule designated as Exhibit C shall be amended to  
21        reflect a four percent (4%) increase and such amended schedule shall be  
22        designated as Exhibit D.

23

24        2. Following D.1. above, Employees shall be placed on the  
25        corresponding pay range and step of Exhibit D.

26

27        3. Employees who were on Steps B1 and C1 as of June 30, 2020, shall  
28        receive a four percent (4%) pay increase.

29

30        4. Employees who were on Step L5 as of June 30, 2015, shall receive a  
31        four percent (4%) pay increase.

1        **5. Employees not administratively assigned to the salary schedule shall**  
2 **receive a four percent (4%) pay increase.**

4        **E. Subject to the approval of the respective legislative bodies and**  
5 **effective July 1, 2028:**

7        **1. The salary schedule designated as Exhibit D shall be amended to**  
8 **reflect a four percent (4%) increase and such amended schedule shall be**  
9 **designated as Exhibit E.**

11        **2. Following E.1. above, Employees shall be placed on the**  
12 **corresponding pay range and step of Exhibit E.**

14        **3. Employees who were on Steps B1 and C1 as of June 30, 2020, shall**  
15 **receive a four percent (4%) pay increase.**

17        **4. Employees who were on Step L5 as of June 30, 2015, shall receive a**  
18 **four percent (4%) pay increase.**

20        **5. Employees not administratively assigned to the salary schedule shall**  
21 **receive a four percent (4%) pay increase.**

23        **F. Employees on Step L5 as of June 30, 2015, and Steps B1 and C1 as**  
24 **of June 30, 2020, shall have their compensation administered in a separate**  
25 **Memorandum of Agreement.**

Bargaining Unit 02  
TENTATIVE AGREEMENT  
Employer ✓  
Union RP  
Date 10/21/25

1 **ARTICLE 52 - HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**

2 ***Delete the existing language in this Article in its entirety and replace with the***  
3 ***following:***

4

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

7

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

9

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

15

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

18

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

26

27      **The Employer shall pay the same monthly contribution for each member**  
28 **enrolled in a self only medical plan (PPO or HMO), regardless of which plan is**

1       chosen; provided that the dollar amount contributed by the Employer shall not  
2       cause the employer share to exceed 90% of the total premium.

3  
4       2.       For each Employee-Beneficiary with one dependent-beneficiary  
5       enrolled in the following Trust Fund health benefit plans:

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

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

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

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER</u>
	<u>MONTHLY CONTRIBUTION</u>
a.       Medical (PPO or HMO) (medical, drug & chiro)	\$1,654.70
b.       Dental	\$ 72.70
c.       Vision	\$ 6.12
d.       Dual coverage (medical & drug)	\$ 41.70

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

6  
7        4.        For each Employee-Beneficiary enrolled in the Trust Fund group life  
8        insurance plan, the Employer shall pay \$4.12 per month which reflects one  
9        hundred percent (100%) of the monthly premium and any administrative fees.

10  
11        C.        Effective July 1, 2026

12  
13        Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised  
14        Statutes, effective July 1, 2026 for plan year 2026-2027, with the exception of  
15        items C1d., C2d., C3d., and C4., which shall be as described below, the Employer  
16        shall pay a specific dollar amount equivalent to sixty percent (60%) of the final  
17        premium rates established by the Trust Fund Board for the respective health  
18        benefit plan, plus sixty percent (60%) of any administrative fees.

19  
20        1.        The amounts paid by the Employer shall be based on the plan year  
21        2026-2027 final monthly premium rates established by the Trust Fund for each  
22        Employee-Beneficiary with no dependent-beneficiaries enrolled in the following  
23        Trust Fund health benefit plans:

24        **BENEFIT PLAN**

25        a.        **Dental**

26        b.        **Vision**

27        c.        **Dual coverage (medical & drug)**

28        d.        **Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall**  
29        **pay the same monthly contribution for each member enrolled in a self only**

1     medical plan, regardless of which plan is chosen. The amount shall be based on  
2     60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),  
3     provided that the dollar amount contributed by the Employer shall not cause the  
4     employer share to exceed 90% of the total premium.

5

6       2.     The amounts paid by the Employer shall be based on the plan year  
7     2026-2027 final monthly premium rates established by the Trust Fund for each  
8     Employee-Beneficiary with one dependent-beneficiary enrolled in the following  
9     Trust Fund health benefit plans:

10

11       **BENEFIT PLAN**

12       a.     Dental

13       b.     Vision

14       c.     Dual coverage (medical & drug)

15       d.     Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall

16     pay the same monthly contribution for each member enrolled in a two-party  
17     medical plan, regardless of which plan is chosen. The amount shall be based on  
18     60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),  
19     provided that the dollar amount contributed by the Employer shall not cause the  
20     employer share to exceed 90% of the total premium.

21

22       3.     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 two or more dependent-beneficiaries enrolled in the  
25     following Trust Fund health benefit plans:

26

27       **BENEFIT PLAN**

28       a.     Dental

29       b.     Vision

1                   c. Dual coverage (medical & drug)

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

8

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

12

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

17

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

21

22                   F. Rounding Employer's Monthly Contribution. Whenever the  
23 Employer's monthly contribution (premium plus administrative fee) to the Trust  
24 Fund is less than one hundred percent (100%) of the monthly premium amount,  
25 such monthly contribution shall be rounded to the nearest cent as provided  
26 below:

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

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

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

**(a)  $\$11.392 = \$11.39 = \$11.38$  (Employer's monthly contribution)**

**(b)  $\$11.386 = \$11.39 = \$11.38$  (Employer's monthly contribution)**

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

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

