

ARTICLE 31 - WORKING CONDITION DIFFERENTIAL

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

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

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

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.

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.

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.**

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 Exhibit A.

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.**

3
4 **E. Subject to the approval of the respective legislative bodies and**
5 **effective July 1, 2028:**

6
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.**

10
11 **2. Following E.1. above, Employees shall be placed on the**
12 **corresponding pay range and step of Exhibit E.**

13
14 **3. Employees who were on Steps B1 and C1 as of June 30, 2020, shall**
15 **receive a four percent (4%) pay increase.**

16
17 **4. Employees who were on Step L5 as of June 30, 2015, shall receive a**
18 **four percent (4%) pay increase.**

19
20 **5. Employees not administratively assigned to the salary schedule shall**
21 **receive a four percent (4%) pay increase.**

22
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.**

ARTICLE 52 - HAWAI'I EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

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

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

B. Effective July 1, 2025

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

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

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

The Employer shall pay the same monthly contribution for each member 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. <u>Medical (PPO or HMO) (medical, drug & 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 & drug)</u>	<u>\$ 38.50</u>

14
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.

19
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. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$1,654.70</u>
b. <u>Dental</u>	<u>\$ 72.70</u>
c. <u>Vision</u>	<u>\$ 6.12</u>
d. <u>Dual coverage (medical & drug)</u>	<u>\$ 41.70</u>

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:

1 (a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)

2 (b) \$11.382 = \$11.38 = \$11.38 (Employer's monthly contribution)

3
4 **2. When rounding to the nearest cent results in an odd amount, round**
5 **to the lower even cent, and such even amount shall be the Employer's monthly**
6 **contribution. For example:**

7
8 (a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)

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

10
11 All employer contributions effective July 1, 2025 reflect the rounding
12 described in item F. Employer contributions effective July 1, 2026 shall be
13 rounded as described in item F. after the Trust Fund Board formally establishes
14 and adopts the final premium rates for Fiscal Year 2026-2027.

15
16 **G. If an agreement covering periods beyond the term of this Agreement**
17 **is not executed by June 30, 2027, Employer contributions to the Trust Fund shall**
18 **be the same monthly contribution amounts paid in plan year 2026-2027 for the**
19 **Health Benefit Plan approved by the Trust Fund including any monthly**
20 **administrative fees.**

ARTICLE 54 – DURATION

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

The Unit 02 Agreement shall be effective as of July 1, 2025 and shall remain in full force and effect to and including June 30, 2029. During the term of this Agreement, the parties shall meet on the Employer EUTF contributions for the plan years 2027-2028 and 2028-2029 by giving written notice to the other party of its intent to reopen by January 31, 2027.

In the event the parties reach agreement on the Employer's contribution to EUTF, such amended article shall be effective no earlier than July 1, 2027, and shall remain in effect to and including June 30, 2029. The entire Unit 02 Agreement shall be renewed thereafter in accordance with statutes unless either party hereto gives written notice to the other party of its desire to modify, amend, or terminate the Unit 02 Agreement.

Notices and proposals shall be in writing and shall be presented to the other party between June 15 and June 30, 2028. When the notice is given, negotiations for a new Unit 02 Agreement shall commence on a mutually agreeable date following the exchange of written proposals.