

ARTICLE 18 – UNIFORMS AND EQUIPMENT

I. General Application

A. A uniform shall be defined as those items of distinctive clothing which are required by the Employer and which meet the following conditions:

1. Used to identify a specific group of Employees.

2. Shirt and/or trousers, blouse and/or skirt, dress or other clothing must be of the same design, color, cut, and style, and made of similar material for a specific group of Employees.

B. Uniform accessories which are required by the Employer shall be furnished by the Employer and shall remain the property of the Employer while in the custody of the Employee. Accessories include, but are not limited to, the following:

- | | |
|--------------------|------------------------------|
| 1. Sam Browne belt | 7. Hat |
| 2. Holster | 8. Ammo pouch |
| 3. Handcuffs | 9. Name tag |
| 4. Handcuff case | 10. Flashlight and batteries |
| 5. Patches | 11. Whistle |
| 6. Badges | |

C. The Employer shall provide to Employees authorized and required to carry a firearm as part of their official duties while on duty status a weapons maintenance allowance for the proper care and maintenance of (1) Employer-issued weapons accessories and personal safety equipment, and (2) Employee-purchased supplemental weapons, including ammunition, approved by the Employer.

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2 1. The weapons maintenance allowance shall be granted for each full month
3 worked. It is provided that paid or unpaid leaves shall be considered as time worked,
4 except that unpaid leaves, including suspensions, of five (5) or more days shall not be
5 considered as time worked and the allowance shall be prorated accordingly for such
6 month(s). It is further provided that the allowance shall be prorated when employment
7 commences after the first day of a month or terminates before the last day of a month.
8

9 2. The weapons maintenance allowance shall be paid to eligible Employees
10 on or about the end of each three-month period of a fiscal year. The amount of the
11 weapons maintenance allowance shall be calculated at the rate of thirty-five dollars
12 (\$35.00) per month.
13

14 D. The following items of apparel are not considered as part of a uniform:
15

16 1. Work clothing such as coveralls, aprons, smocks, etc.
17

18 2. Shoes, boots, socks, and ties. (Whenever the Employer requires the
19 Employees to wear safety shoes or safety boots, the Employer shall provide such
20 items.)
21

22 3. Shirts normally worn under a uniform coat or blouse. (Shirts of a distinctive
23 uniform appearance normally worn as an outside garment in place of a uniform coat or
24 blouse are considered as part of the uniform.)
25

26 E. Damaged or Lost Uniforms.
27

28 1. If an Employee's uniform is destroyed or damaged while worn in the
29 performance of duty and without negligence, the Employer shall either replace the item
30 or items of uniform destroyed, or reimburse the Employee for the cost of the item or
31 items of uniform destroyed; provided that the Employee's supervisor recommends
32 replacement or reimbursement and the Employer or its designee approves such
33 recommendation.

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2 2. Replacement or reimbursement shall not be made by the Employer when
3 a uniform is lost, stolen, destroyed or damaged due to negligence by the Employee, or
4 where the uniform is willfully destroyed or damaged by the Employee.

5
6 F. The Employer shall post on the bulletin board a list of approved vendors
7 where uniforms shall be purchased. A copy of this list shall also be furnished to the
8 Union.

9
10 G. Whenever an Employee is required by the Employer to wear a uniform,
11 the Employer shall have the option to (1) clean such uniforms or (2) provide a uniform
12 maintenance allowance of [~~\$20.00~~] \$25.00 per month provided:

13
14 1. if the uniform consists only of button shirt, trousers or jacket, the
15 allowance shall be [~~\$10.00~~] \$15.00 per month; or

16
17 2. if the uniform consists only of t-shirt or shorts or both, the allowance shall
18 be [~~\$6.00~~] \$10.00 per month.

19
20 Such allowance for each fiscal year shall be paid once annually on or about June
21 30 of the fiscal year. If the employment of the Employee commences or terminates
22 during the fiscal year, the sum paid shall be adjusted on a prorated basis. No allowance
23 shall be payable during periods of suspension of five (5) or more days or for periods
24 when the Employee is on any leave of absence without pay.

25
26 II. Existing Policies and/or Practices

27
28 A. All policies and/or practices existing on the effective date of the
29 Agreement which provide or require that the Employer either initially furnish uniforms to
30 Employees, or initially reimburse Employee for the cost of the uniforms which are
31 purchased from a vendor approved by the Employer shall be continued for the duration
32 of the Agreement.

1 B. All policies and/or practices of the Employer existing on the effective date
2 of the Agreement which provide for the replacement of uniforms due to normal wear and
3 tear, or which provide for a replacement allowance for uniforms due to normal wear and
4 tear shall be continued for the duration of the Agreement, except that the replacement
5 allowance shall be 75% of the actual replacement cost of the items of uniforms
6 purchased by the Employee.

7
8 III. Uniforms for New Groups of Employees

9
10 In the event that the Employer determines that a group of Employees, other than
11 those covered by existing policies and/or practices, be required to wear uniforms, the
12 following shall apply:

13
14 1. The Employer shall consult with the Union to determine the reasonable
15 number of sets of uniforms which specific groups of Employees are entitled to receive
16 on an initial basis.

17
18 2. The Employer shall either furnish the uniforms or reimburse Employees for
19 the cost of the uniforms which are purchased from a vendor approved by the Employer.

20
21 3. The replacement of uniforms due to wear and tear shall be by Employer
22 approval.

23
24 4. The Employer may choose to furnish such replacement or provide for
25 replacement allowance of seventy-five percent (75%) of the actual replacement cost of
26 the items of uniforms purchased by the Employee.

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28 5. If the Employer opts for the replacement allowance, the items of uniform
29 being replaced shall be purchased from an approved vendor and substantiated by a
30 receipt.

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ARTICLE 25 - MEALS

A. When Employees are required to work overtime, the Employer shall either furnish them with meals or compensate them for meals at the rate of [~~six dollars (\$6.00)~~] **eight dollars (\$8.00)** for breakfast, [~~eight dollars (\$8.00)~~] **ten dollars (\$10.00)** for lunch and [~~ten dollars (\$10.00)~~] **twelve dollars (\$12.00)** for dinner under the following situations:

1. Post-Shift Overtime. Employees who perform overtime work after their normal workday, shall be furnished or compensated for a meal after the first two (2) hours of actual overtime work performed and after intervals of five (5) hours following the first overtime meal.

2. Two or More Hours of Pre-Shift Overtime. When Employees are called to perform two (2) or more hours of pre-shift overtime work and are required to work continuously into their normal workday, they shall be entitled to meals for the period of the overtime work as well as their normal workday. Employees shall be furnished or compensated for a meal upon completion of two (2) hours of overtime work and at intervals of five (5) hours of continuous work performed following the first meal.

3. Less than Two Hours of Pre-Shift Overtime. When Employees are required to work less than two (2) hours of pre-shift overtime with less than twenty-four (24) hours prior notice and works continuously into the Employees' normal workday, they shall be furnished or compensated for a meal at the start of their normal workday and at their normal meal period during the workday.

4. Overtime During Off-Duty Hours, Scheduled Day Off or Holiday.

1 a. Less Than 24 Hours Prior Notice. When Employees are required to
2 work overtime during their off-duty hours (not post-shift or pre-shift), on a
3 scheduled day off or a holiday, with less than twenty-four (24) hours prior notice,
4 they shall be furnished or compensated for a meal upon completion of two (2)
5 hours of overtime work and at intervals of five (5) hours of continuous overtime
6 work performed following the first overtime meal. However, an Employee shall
7 not be entitled to a meal after two (2) hours of overtime work if the overtime work
8 commences within three (3) hours of a previous overtime meal. In such event,
9 the Employee shall be granted a meal after a period of five (5) hours from the
10 previous meal should the Employee continue working till this time, and shall be
11 entitled to additional meals at intervals of five (5) hours of continuous overtime
12 work thereafter.

13
14 b. 24 Hours or More Prior Notice. When Employees are required to
15 work overtime during the Employees' off-duty hours (not post-shift or pre-shift),
16 on a scheduled day off or a holiday with at least twenty-four (24) hours prior
17 notice, they shall be furnished or compensated for a meal upon completion of ten
18 (10) hours of such overtime work and at intervals of five (5) hours of overtime
19 work performed following the first overtime meal.

20
21 5. Overtime While on Standby. When Employees render service in response
22 to a call to work as provided under Article 26, Standby Pay, they shall be furnished or
23 compensated for a meal upon completion of two (2) hours of work and at intervals of
24 five (5) hours of continuous work performed following the first meal. However, an
25 Employee shall not be entitled to a meal after two (2) hours of overtime work if the
26 overtime work commences within three (3) hours of a previous overtime meal. In such
27 event, the Employee shall be granted a meal after a period of five (5) hours from the
28 previous meal should the Employee continue working till this time, and shall be entitled
29 to additional meals at intervals of five (5) hours of continuous overtime work thereafter.

30
31 B. Notwithstanding paragraph A, an Employee who is required to travel
32 inter-state or intra-state on official business and who receives a travel allowance

1 pursuant to Article 44, Travel, shall be furnished or compensated at the rate of ~~ten~~
2 ~~dollars (\$10.00)]~~ **twelve dollars (\$12.00)** for a dinner meal after performing seven (7)
3 hours of overtime work.

4
5 C. For purposes of meal compensation, the following shall apply:

6
7 1. Breakfast shall mean any meal allowed an Employee from 3:00 a.m. to
8 9:00 a.m.

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10 2. Lunch shall mean any meal allowed an Employee after 9:00 a.m. to
11 3:00 p.m.

12
13 3. Dinner shall mean any meal allowed an Employee after 3:00 p.m. but
14 before 3:00 a.m.

15
16 D. The Employer shall compensate Employees for meals within thirty (30)
17 days (approximately two pay periods) from the date on which the claim for
18 compensation is filed with the respective disbursing officer.

19
20 E. The term "pre-shift" is defined as that period of time immediately
21 preceding a workday.

22
23 The term "post-shift" is defined as that period of time immediately following a
24 workday.

1 **ARTICLE 31 - WORKING CONDITION DIFFERENTIAL**
2

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

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

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

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 44 – 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 (1) 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
19 island, the Employee shall be provided with a per diem of ninety dollars (\$90.00) per
20 twenty-four (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, the allowance 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 53 – 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 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. Employees on Step C to Step L as of June 30, 2026, shall be placed on the next step of the corresponding pay range.

1 **2. Lump Sum Payment. The following Employees shall receive a one-**
2 **time lump sum payment; provided that Employees who are less than full-time**
3 **shall receive a prorated amount of the lump sum payment:**
4

5 **a. Employees on Step M as of June 30, 2026, shall receive a one-**
6 **time lump sum payment equal to four percent (4%) of the employee's**
7 **annual basic rate of pay as of June 30, 2026.**
8

9 **b. Employees not administratively assigned to the salary**
10 **schedule shall receive a one-time lump sum payment equal to four percent**
11 **(4%) of the employee's annual basic rate of pay as of June 30, 2026.**
12

13 **D. Subject to the approval of the respective legislative bodies and**
14 **effective July 1, 2027:**
15

16 **1. The salary schedule designated as Exhibit B shall be amended to**
17 **reflect a four percent (4%) increase and such amended schedule shall be**
18 **designated as Exhibit C.**
19

20 **2. Following D.1. above, Employees shall be placed on the**
21 **corresponding pay range and step of Exhibit C.**
22

23 **3. Employees not administratively assigned to the salary schedule shall**
24 **receive a four percent (4%) pay increase.**
25

26 **E. Subject to the approval of the respective legislative bodies and**
27 **effective July 1, 2028:**
28

29 **1. Employees on Step C to Step L as of June 30, 2028, shall be placed**
30 **on the next step of the corresponding pay range.**
31

1 **2. The salary schedule designated as Exhibit C shall be amended to**
2 **reflect a thirty-seven one-hundredths percent (0.37%) increase and such**
3 **amended schedule shall be designated as Exhibit D.**
4

5 **3. Following E.2. above, Employees shall be placed on the**
6 **corresponding pay range and step of Exhibit D.**
7

8 **4. Employees not administratively assigned to the salary schedule shall**
9 **receive a thirty-seven one-hundredths percent (0.37%) pay increase.**
10

11 **5. Lump Sum Payment. The following Employees shall receive a one-**
12 **time lump sum payment; provided that Employees who are less than full-time**
13 **shall receive a prorated amount of the lump sum payment:**
14

15 **a. Employees on Step M as of June 30, 2028, shall receive a one-**
16 **time lump sum payment equal to four percent (4%) of the employee's**
17 **annual basic rate of pay as of June 30, 2028.**
18

19 **b. Employees not administratively assigned to the salary**
20 **schedule shall receive a one-time lump sum payment equal to four percent**
21 **(4%) of the employee's annual basic rate of pay as of June 30, 2028.**
22
23

ARTICLE 54 - HAWAII 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

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

2. For each Employee-Beneficiary with one dependent-beneficiary 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>\$1,297.92</u>
<u>b. Dental</u>	<u>\$ 48.46</u>
<u>c. Vision</u>	<u>\$ 4.68</u>
<u>d. Dual coverage (medical & drug)</u>	<u>\$ 38.50</u>

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

3. For each Employee-Beneficiary with two or more 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>\$1,654.70</u>
<u>b. Dental</u>	<u>\$ 72.70</u>
<u>c. Vision</u>	<u>\$ 6.12</u>
<u>d. 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

25 BENEFIT PLAN

26 a. Dental

27 b. Vision

28 c. Dual coverage (medical & drug)

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

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

12
13 BENEFIT PLAN

14 a. Dental

15 b. Vision

16 c. Dual coverage (medical & drug)

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

23
24 3. The amounts paid by the Employer shall be based on the plan year
25 2026-2027 final monthly premium rates established by the Trust Fund for each
26 Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the
27 following Trust Fund health benefit plans:

28
29 BENEFIT PLAN

1 a. Dental

2 b. Vision

3 c. Dual coverage (medical & drug)

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

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

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

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

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

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

3
4 (a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)

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

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

10
11 (a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)

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

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

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

ARTICLE 56 – DURATION

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

The Unit 03 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 03 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 03 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 03 Agreement shall commence on a mutually agreeable date following the exchange of written proposals.