

## 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.

1  
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.

1  
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

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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.

27

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.

1

2 **ARTICLE 25 - MEALS**

3

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

9

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

14

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

21

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

27

28       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.

9

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.

25

## ARTICLE 31 - WORKING CONDITION DIFFERENTIAL

A. All Employees at the 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 are 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 for an Employee covered by paragraph A or B, 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 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.

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

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**

**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:

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.

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

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.

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

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

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

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.

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.

1 **ARTICLE 54 - 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

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

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.

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  
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:

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

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:

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

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.

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.

Bargaining Unit 03  
TENTATIVE AGREEMENT  
Employer W  
Union PP  
Date 10/21/25

## **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.