

ARTICLE 44 – TRAVEL

A. Applicable rules, ordinances, 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 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
24 from midnight. In computing the amount of per diem, the official travel time shall begin
25 one (1) hour before the scheduled flight departure time and shall end upon return to the
26 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
2 per diem amount shall be the same as that which would have been allowed if the
3 authorized 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
8 outside the State of Hawai'i, the Employee shall be provided a per diem of one hundred
9 forty-five 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
13 from midnight. In computing the amount of per diem, the official travel time shall begin
14 no later than twenty-four (24) hours prior to the time the Employee is to be at work at
15 the out-of-state destination. The Employee shall be scheduled to arrive at the
16 out-of-state destination (applicable airport) at least ten (10) hours before reporting for
17 duty. The official travel time shall end upon 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
21 per diem amount shall be the same as that which would have been allowed if the
22 authorized 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
31 (24) hour day.

1 Whenever an Employee's commercial lodging cost exceeds the applicable
2 lodging 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
4 cost of commercial lodging and the applicable allowance provided herein, multiplied by
5 the number of days spent on commercial lodging. Unless otherwise waived by the
6 Employer request for commercial lodging expenses in excess of the lodging allowance
7 shall be 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
13 excess 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 Employee, the Employer
18 shall continue its existing practices in adjusting the per diem amounts. However, the
19 per 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
28 their duties and responsibilities shall be reimbursed at the standard mileage rate
29 prescribed by the Internal Revenue Service for each mile traveled for business
30 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 allowance, provided that the amount of the allowance may be
4 modified through a separate memorandum of agreement mutually agreed to by the
5 Union and the Employer concerned. However, the allowance shall be terminated when
6 the 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 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. The salary schedule designated as Exhibit B shall be amended to reflect a three and seventy-nine hundredths percent (3.79%) increase and such amended schedule shall be designated as Exhibit C.

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

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

3
4 **D. Subject to the approval of the respective legislative bodies and**
5 **effective July 1, 2027:**

6
7 **1. The salary schedule designated as Exhibit C shall be amended to**
8 **reflect a four percent (4%) increase and such amended schedule shall be**
9 **designated as Exhibit D.**

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

13
14 **3. Employees not administratively assigned to the salary schedule shall**
15 **receive a four percent (4%) pay increase.**

16
17 **E. Subject to the approval of the respective legislative bodies and**
18 **effective July 1, 2028:**

19
20 **1. The salary schedule designated as Exhibit D shall be amended to**
21 **reflect a four percent (4%) increase and such amended schedule shall be**
22 **designated as Exhibit E.**

23
24 **2. Following E.1. above, Employees shall be placed on the**
25 **corresponding pay range and step of Exhibit E.**

26
27 **3. Employees not administratively assigned to the salary schedule shall**
28 **receive a four percent (4%) pay increase.**

ARTICLE 52 - 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:

BENEFIT PLAN

**TOTAL EMPLOYER
MONTHLY CONTRIBUTION**

<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>

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

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

<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>

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

21
22 3. For each Employee-Beneficiary with two or more dependent-
23 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>

The Employer shall pay the same monthly contribution for each member enrolled in a family 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.

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

C. Effective July 1, 2026

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

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

BENEFIT PLAN

a. Dental

b. Vision

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 54 – DURATION

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

The Unit 04 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 04 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 04 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 04 Agreement shall commence on a mutually agreeable date following the exchange of written proposals.