

Bargaining Unit 08 (2025)
TENTATIVE AGREEMENT
UNION TU
EMPLOYER W.H.
DATE 10/22/25

ARTICLE 18 – TEMPORARY ASSIGNMENT

3 A. An Employee will be deemed to be on a "temporary assignment" when
4 temporarily assuming, as assigned by an authorized Employer designee, the majority of
5 duties and responsibilities of another position which reflect an expanded scope of
6 responsibility and/or a significant increase in complexity of work.

7 B. Additional compensation for temporary assignment as defined in A. above
8 will be awarded as follows:

10 1. If the Employee is assigned work of a position with significantly more
11 complex duties and responsibilities within the Employee's own band, the temporarily
12 assigned Employee shall receive a stipend equivalent to either one (1) or two (2) steps
13 on the Employee's pay band or approximately two percent (2%) or four percent (4%)
14 respectively of the monthly salary effective on the first whole day of such temporary
15 assignment.

16 2. If the Employee is assigned work of a position one (1) pay band higher
17 than the Employee's own pay band, the temporarily assigned Employee shall receive a
18 stipend equivalent to three (3) steps on the Employee's own pay band or approximately
19 six percent (6%) of the monthly salary effective the first whole day of such temporary
20 assignment.

21 3. If the Employee is assigned work of a position two (2) or more pay bands
22 above the Employee's own pay band, the temporarily assigned Employee shall receive
23 a stipend equivalent to five (5) steps on the Employee's own pay band or approximately
24 ten percent (10%) of the monthly salary effective the first whole day of such temporary
25 assignment.

1 4. The stipend amount shall be appropriately prorated to reflect the actual
2 duration of the temporary assignment.

3

4 5. Upon completion of the temporary assignment, the stipend will be
5 terminated.

6

7 6. Additional compensation for temporary assignment shall not apply to an
8 Employee who is filling a "deputy" or "assistant" position before such assignment, which
9 inherently requires the assumption of the duties and responsibilities of the higher level
10 position during the absence of the incumbent of the higher level position.

11

12 7. The temporary assignment must be made by and approved by the
13 Employer's authorized designee.

14

15 C. If an employee temporarily assumes, as assigned by the Employer's
16 authorized designee, all duties and responsibilities of a position in a higher band, the
17 position shall be temporarily rebanded regardless of whether or not a temporary
18 assignment to a higher level position can be made. Temporary rebanding shall be
19 governed by the applicable provisions of any System-wide executive policy or
20 administrative procedure regarding classification and compensation for APT
21 Personnel [Systemwide Administrative Procedure A9.210, Classification and
22 Compensation Plan for APT Personnel].

23

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ARTICLE 24 – COMPENSATION ADJUSTMENTS

2

3 A. The Union hereby agrees that the Employer may grant special
4 compensation adjustments. Such special compensation adjustments shall be in
5 accordance with procedures jointly developed by the parties and incorporated into any
6 applicable System-wide executive policy or administrative procedure regarding
7 classification and compensation for APT Personnel. [in the Systemwide
8 Administrative Procedures A9.210.]

9

10 B. The Employer and the Union also agree to meet in the month of January
11 of each even numbered year to review and discuss any applicable System-wide
12 executive policy or administrative procedure regarding classification and
13 compensation for APT Personnel. [Systemwide Administrative Procedures A9.210.] If
14 either party believes that changes should be made, meetings to amend the applicable
15 procedure [Systemwide Administrative Procedures A9.210] shall occur to discuss such
16 proposed changes and modifications, if applicable, which shall be completed by June of
17 that year or otherwise extended by mutual agreement.

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Union 128
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ARTICLE 35 – TRAVEL

A. Professional Meetings

5 In recognition of the value in employees attending professional meetings as part of their
6 normal professional activity and their professional development, the Employer agrees to
7 facilitate the travel of employees to professional meetings insofar as is possible without
8 interfering with maintaining the efficiency of University operations within available funds.

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

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

15 1. When employees are required to travel on official business and such
16 travel requires an overnight stay, they shall be provided with a travel allowance
17 consisting of: (1) the applicable federal allowance for meals and incidental expenses
18 (M&IE); plus (2) reimbursement of actual lodging expenses, which shall not exceed the
19 federal lodging allowance. Lodging expenses in excess of the federal lodging allowance
20 may be requested on an exception basis. Such requests for lodging expenses in excess
21 of the applicable federal rate shall be reasonable, shall be approved in advance of the
22 employee's trip, and shall require submittal of receipts prior to reimbursement.

24 2. Nothing in this paragraph shall preclude employees from accepting M&IE
25 and reimbursement for actual lodging expenses which are less than the federal
26 allowable rates.

3. In the case of official travel time involving a fraction of a day, the

1 allowable claim for M&IE shall be prorated in terms of quarter-day periods of actual
2 travel time. Unless otherwise authorized by the Employer, allowable travel time is the
3 time necessary to travel by the most direct route to and from the points specified in the
4 approved travel plan or request, plus the time necessary to conduct the required official
5 business.

6

7 4. Nothing in this Article shall be interpreted to restrict a more liberal travel
8 allowance payment (or other reimbursement) if such payment is provided by an external
9 source of funding.

10

11 5. In order to provide freedom of choice in meal consumption, an employee
12 shall not have the M&IE allowance reduced on the basis of meals included in
13 conference programs.

14

15 C. Inter-Island Travel not involving an Overnight Stay

16

17 For inter-island travel not involving an overnight stay, the Employer will provide the
18 Employee with an allowance of \$20.00. Effective July 1, 2026, the Employer will
provide the Employee with an allowance of \$30.00.

20

21 D. Mileage Reimbursement

22

23 The Employer's present rules and regulations for reimbursing employees for use of their
24 private vehicles when required to use such vehicles in carrying out their duties shall
25 provide for reimbursement at the applicable federal mileage rate per mile traveled on
26 business.

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UNION *BP*
EMPLOYER *W.H.*
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ARTICLE 39 – SALARIES

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

A. Subject to approval by the respective legislative bodies and effective

1. The salary schedules in effect on June 30, 2025 designated as

Exhibit A (for 11-month APT) and Exhibit B (for 9-month APT) shall be amended to reflect an across-the-board increase of three point five percent (3.5%) and such amended schedules shall be designated as Exhibit C (for 11-month APT) and Exhibit D (for 9-month APT).

B. Subject to approval by the respective legislative bodies and effective

July 1, 2026:

1. The salary schedules in effect on June 30, 2026 designated as

Exhibit C (for 11-month APT) and Exhibit D (for 9-month APT) shall be amended to reflect an across-the-board increase of three point seven nine percent (3.79%) and such amended schedules shall be designated as Exhibit E (for 11-month APT) and Exhibit F (for 9-month APT).

C. Subject to approval by the respective legislative bodies and effective

July 1, 2027:

1. The salary schedules in effect on June 30, 2027 designated as

Exhibit E (for 11-month APT) and Exhibit F (for 9-month APT) shall be amended to reflect an across-the-board increase of four percent (4.0%) and such amended

1 schedules shall be designated as Exhibit G (for 11-month APT) and Exhibit H (for
2 9-month APT).

3

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

6

7 **1. The salary schedules in effect on June 30, 2028 designated as**
8 **Exhibit G (for 11-month APT) and Exhibit H (for 9-month APT) shall be amended**
9 **to reflect an across-the-board increase of four percent (4.0%) and such amended**
10 **schedules shall be designated as Exhibit I (for 11-month APT) and Exhibit J (for 9-**
11 **month APT).**

12

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Employer *WAW*
Union *RP*
Date 10/22/25

1 **ARTICLE 40**

2 **HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**

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

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

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

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

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

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

1 The Employer shall pay the same monthly contribution for each
2 member enrolled in a self only medical plan (PPO or HMO), regardless of which
3 plan is chosen; provided that the dollar amount contributed by the Employer shall
4 not 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 MONTHLY</u>
	<u>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>

11
12 The Employer shall pay the same monthly contribution for each member
13 enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is
14 chosen; provided that the dollar amount contributed by the Employer shall not
15 cause the employer share to exceed 90% of the total premium.

16
17 3. For each Employee-Beneficiary with two or more dependent-
18 beneficiaries enrolled in the following Trust Fund health benefit plans:

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER MONTHLY</u>
	<u>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>

<u>c. Vision</u>	\$ 6.12
<u>d. Dual coverage (medical & drug)</u>	\$ 41.70
<u>The Employer shall pay the same monthly contribution for each member</u>	
<u>enrolled in a family medical plan (PPO or HMO), regardless of which plan is</u>	
<u>selected; provided that the dollar amount contributed by the Employer shall not</u>	
<u>cause the employer share to exceed 90% of the total premium.</u>	

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

5

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

9

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

12

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

17

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

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TENTATIVE AGREEMENT
Employer *W&K*
Union *RP*
Date *10/22/25*

ARTICLE 44 – DURATION

This Agreement shall become effective as of July 1, [2024] 2025 and shall remain in effect to and including June 30, [2025] 2029.

During the term of this Agreement, the parties shall meet on the Employer's contribution to EUTF for plan years [2023-2024] 2027-2028 and [2024-2025] 2028-2029 by giving written notice to the other party of its intent to reopen by January 31, [2023] 2027. In the event the parties reach agreement on the Employer's contribution to EUTF, such amended section shall be effective no earlier than July 1, [2023] 2027, and shall remain in effect to and including July 1, [2025] 2029.

The entire Agreement shall be renewed thereafter in accordance with statutes unless either party gives written notice to the other party of its desire to modify, amend, or terminate the Agreement. Notices and proposals shall be in writing and shall be presented to the other party between June 15 and June 30, [2024] 2028. When the notice is given, negotiations for a new Agreement shall commence on a mutually agreeable date following the exchange of written proposals.

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UNION IP
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1

NEW ARTICLE XX – TELEWORK

2

3 A. In accordance with its right to determine the methods and means of
4 its operations, the Employer shall endeavor to have a telework policy for eligible
5 employees. Any such policy, and any changes thereto, will be subject to
6 consultation with the Union.

7