

**ARTICLE 18 – TEMPORARY ASSIGNMENT**

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

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

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

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

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

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

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

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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.

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

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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~~].

1                   **ARTICLE 24 – COMPENSATION ADJUSTMENTS**

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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.~~]

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10          B.     The Employer and the Union also agree to meet in the month of January  
11 of each ~~even~~ numbered ed 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.

**ARTICLE 35 – TRAVEL**

**A. Professional Meetings**

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

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

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

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

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

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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.

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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.

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

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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**  
19 **provide the Employee with an allowance of \$30.00.**

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21 D. Mileage Reimbursement

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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.

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 July 1, 2025:

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).

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

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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).

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**ARTICLE 40**

**HAWAI'I EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**

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

- A. "Health Benefit Plan" shall mean the medical PPO, HMO, prescription drug, dental, vision and dual coverage medical plans.
- B. Effective July 1, 2025

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

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

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



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.

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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 &amp; 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 &amp; drug)</u>	<u>\$   38.50</u>

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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.

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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 MONTHLY</u> <u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug &amp; chiro)</u>	<u>\$1,654.70</u>
b. <u>Dental</u>	<u>\$   72.70</u>

<b>c. Vision</b>	<b>\$ 6.12</b>
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<b>d. Dual coverage (medical &amp; drug)</b>	<b>\$ 41.70</b>
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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.

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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.

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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:

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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.**

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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.**

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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.**

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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)

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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.

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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.

Bargaining Unit 08  
TENTATIVE AGREEMENT  
Employer WAF  
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.

Bargaining Unit 08 (2025)  
TENTATIVE AGREEMENT  
UNION RP  
EMPLOYER WPA  
DATE 10/22/25

**NEW ARTICLE XX – TELEWORK**

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