

ARTICLE 36 – 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 Employees are 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 each Employee twenty dollars (\$20) per day in lieu thereof.

C. Off-island travel to mountainous or other remote areas.

1. Whenever Employees are required to travel on official business to mountainous or other remote areas where no commercial lodging is available, the Employer shall provide cabins, tentage, or shall arrange for lodging within available facilities, and shall provide adequate stores of food or pay each Employee twenty dollars (\$20) per day in lieu thereof.

1 2. Notwithstanding the provisions of this paragraph, a mutual agreement may
2 be arranged among Employees with the Employer to provide for per diem expenses
3 pursuant to Paragraph D in lieu of this paragraph.

4

5 D. Intra-state travel.

6

7 1. When an Employee is required to travel on official business to another
8 island the Employee shall be provided with a per diem of ninety dollars (\$90) per 24-
9 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 one (1) hour before the scheduled flight departure time and shall end upon the
15 Employee's return to his or her home airport. This computation shall be applicable to all
16 trips, except one-day trips (leaving and returning on the same day). In the case of one-
17 day trips, commencing May 1, 1998, the Employee shall be entitled to a meal allowance
18 of twenty dollars (\$20) in lieu of per diem.

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 E. Out-of-state travel.

25

26 1. When Employees are required to travel on official business to areas
27 outside the State of Hawai'i, they shall be provided a per diem of one hundred forty-five
28 dollars (\$145) per 24-hour day.

29

30 2. In the case of official travel time involving a fraction of a day, the allowable
31 claim shall be in terms of quarter-day periods, with the quarter-day periods measured

1 from midnight. In computing the amount of per diem, the official travel time shall begin
2 no later than twenty-four (24) hours prior to the time the Employee is to be at work at
3 the out-of-state destination. The Employee shall be scheduled to arrive at the out-of-
4 state destination (applicable airport) at least ten (10) hours before reporting for duty.
5 The official travel time shall end upon the Employee's return to his or her home airport.
6 All calculations will be based on Hawaiian Standard Time.

7

8 3. When an authorized leave is added before or after the official travel, the
9 per diem amount shall be the same as that which would have been allowed if the
10 authorized leave had not been taken.

11

12 F. Reimbursement for commercial lodging expenses in excess of the lodging
13 allowance.

14

15 Included in the per diem rate designated in paragraphs D and E shall be a daily
16 allowance for commercial lodging. For intra-state travel, this lodging allowance shall be
17 fifty dollars (\$50) per 24-hour day. For out-of-state travel, this allowance shall be eighty-
18 five dollars (\$85) per 24-hour day.

19

20 Whenever an Employee's commercial lodging cost exceeds the applicable
21 lodging allowance, the Employee shall be entitled to an additional amount added to her
22 per diem. This amount shall equal to the difference of the actual daily cost of
23 commercial lodging and the applicable allowance provided herein, multiplied by the
24 number of days spent on commercial lodging. Unless otherwise waived by the
25 Employer, request for commercial lodging expenses in excess of the lodging allowance
26 shall be made in advance of the Employee's trip.

27

28 G. Advanced per diem and reimbursements.

29

1 Whenever possible, an Employee shall receive advanced per diem for official
2 travel. The Employer shall reimburse Employees who request reimbursement for
3 excess lodging expenses as soon as possible.

4

5 H. Furnished meals and lodging.

6

7 When lodging or meals are provided at no cost to the Employees, the Employer
8 shall continue its existing practices in adjusting the per diem amounts. However, the
9 per diem allowance provided herein shall not be adjusted when meals are included in
10 conference programs.

11

12 I. Mileage reimbursement.

13

14 1. The term "vehicles" as used in this paragraph only applies to automobiles,
15 trucks, vans, or buses.

16

17 2. Employees who are authorized to use their private vehicles to carry out
18 their duties and responsibilities shall be reimbursed at the standard mileage rate
19 prescribed by the Internal Revenue Service for each mile traveled for business
20 purposes.

21

22 3. Employees who are presently being provided automobile allowance for the
23 required use of their private vehicles in the performance of their official duties shall
24 continue receiving such allowances, provided that the amount of the allowance may be
25 modified through a separate memorandum of agreement mutually agreed to by the
26 Union and the Employer concerned. However, allowances shall be terminated when
27 the Employer no longer requires the Employees to use their private vehicles in the
28 performance of their official duties.

29

1 4. Mileage reimbursement to and from home to work site shall be allowed for
2 all call back work and for overtime work on scheduled days off and holidays, except for
3 Employees whose normal work hours include the holiday.

4

5 **Effective July 1, 2026, all of the above shall be replaced in its entirety with the**
6 **following:**

7

8 **A. Professional Meetings/Trainings.**

9

10 **In recognition of the value in Employees attending professional**
11 **meetings/trainings as part of their normal professional activity and their**
12 **professional development, the Employer will endeavor to facilitate the travel of**
13 **Employees to professional meetings/trainings, as determined by the Employer**
14 **insofar as is possible without interfering with maintaining the efficiency of**
15 **operations within available funds.**

16

17 **B. Applicable rules, ordinances, and policies. Except as modified by**
18 **this Article, Chapter 3-10, Hawai`i Administrative Rules, in the case of the State,**
19 **and applicable rules, regulations, ordinances, or policies, in the case of the**
20 **county jurisdictions, shall remain applicable for the duration of this Agreement.**

21

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

23

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

26

27 **1. When Employees are required to travel on official business and such**
28 **travel requires an overnight stay, they shall be provided with a travel allowance**
29 **consisting of: (1) the applicable federal (U.S. General Services Administration)**
30 **allowance for meals and incidental expenses (M&IE); plus (2) reimbursement of**
31 **actual lodging expenses, which shall not exceed the federal (U.S. General**

1 Services Administration) lodging allowance. Lodging expenses in excess of the
2 federal lodging allowance may be requested on an exception basis. Such
3 requests for lodging expenses in excess of the applicable federal rate shall be
4 reasonable, shall be approved in advance of the Employee's trip, and shall
5 require submittal of receipts prior to reimbursement.

6

7 2. Nothing in this paragraph shall preclude Employees from accepting
8 M&IE and reimbursement for actual lodging expenses which are less than the
9 federal allowable rates.

10

11 3. In the case of official travel time involving a fraction of a day, the
12 allowable claim for M&IE shall be prorated in terms of quarter-day periods
13 measured from midnight. In computing the amount of per diem, the official travel
14 time shall begin ninety (90) minutes before the scheduled flight departure time
15 and shall end thirty (30) minutes after the return to the Employee's home airport.
16 Unless otherwise authorized by the Employer, allowable travel time is the time
17 necessary to travel by the most direct route to and from the points specified in
18 the approved travel plan or request, plus the time necessary to conduct the
19 required official business.

20

21 **D. Inter-Island Travel not involving an Overnight Stay.**

22

23 For inter-island travel not involving an overnight stay, the Employer will
24 provide the Employee with an allowance of thirty dollars (\$30.00).

25

26 **E. Travel to mountainous or other remote areas.**

27

28 1. Whenever an Employee is required to travel on official business to
29 mountainous or other remote areas where no commercial lodging is available, the
30 Employer shall provide cabins, tentage, or shall arrange for lodging within

1 available facilities, and shall provide adequate stores of food or pay the Employee
2 thirty dollars (\$30.00) per day in lieu thereof.

3

4 2. Notwithstanding the provisions of this paragraph, a mutual
5 agreement may be arranged among Employees with the Employer to provide for
6 M&IE expenses in lieu of this paragraph.

7

8 **F. Advanced M&IE and Reimbursements.**

9

10 Whenever possible, an Employee shall receive advanced M&IE for official
11 travel. The Employer shall reimburse Employees who request reimbursement for
12 lodging expenses as soon as possible.

13

14 **G. Furnished Meals and Lodging.**

15

16 When lodging or meals are provided at no cost to the Employees, the
17 Employer shall continue its existing practices in adjusting the M&IE amounts.
18 However, the M&IE allowance provided herein shall not be adjusted when meals
19 are included in conference programs.

20

21 **H. Mileage Reimbursement.**

22

23 1. The term "vehicles" as used in this paragraph only applies to
24 automobiles, trucks, vans, or buses.

25

26 2. Employees who are authorized to use their private vehicles to carry
27 out their duties and responsibilities shall be reimbursed at the standard mileage
28 rate prescribed by the Internal Revenue Service for each mile traveled for
29 business purposes.

1 3. Employees who are presently being provided with automobile
2 allowance for the required use of their private vehicles in the performance of their
3 official duties shall continue receiving such allowances, provided that the amount
4 of the allowance may be modified through a separate memorandum of agreement
5 mutually agreed to by the Union and the Employer concerned. However,
6 allowances shall be terminated when the Employer no longer requires the
7 Employees to use their private vehicles in the performance of their official duties.

8

9 4. Mileage reimbursement to and from home to work site shall be
10 allowed for all call back work and for overtime work on scheduled days off and
11 holidays, except for Employees whose normal work hours include the holiday.

ARTICLE 56 – 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. Step Movement:

a. For the period July 1, 2025 through June 30, 2026, Employees who become eligible for step movements shall receive their step movements on their step movement dates. Step movements shall occur as provided in F. below.

2. Salary Schedule:

a. The salary schedule designated as Exhibit A shall be amended to reflect a two and seven tenths percent (2.7%) pay increase and such amended schedule shall be designated as Exhibit B.

b. Following B.2.a. above, Employees shall be placed on the corresponding pay range and step of Exhibit B.

c. Employees not administratively assigned to the salary schedule shall receive a two and seven tenths percent (2.7%) pay increase.

1 **3. Lump Sum Payment:**

2

3 Employees on Step L5 or not administratively assigned to the salary
4 schedule as of June 30, 2025, shall receive a one-time lump sum payment of one
5 thousand five hundred dollars (\$1500). Employees who are less than full-time
6 shall receive a prorated amount of this lump sum payment.

7

8 **C. Subject to the approval of the respective legislative bodies and**
9 **effective July 1, 2026:**

10

11 **1. Step Movement:**

12

13 a. For the period July 1, 2026 through June 30, 2027, Employees
14 who become eligible for step movements shall receive their step
15 movements on their step movement dates. Step movements shall occur as
16 provided in F. below.

17

18 **2. Salary Schedule:**

19

20 a. The salary schedule designated as Exhibit B shall be amended
21 to reflect a three and twenty-nine hundredths percent (3.29%) increase and
22 such amended schedule shall be designated as Exhibit C.

23

24 b. Following C.2.a. above, Employees shall be placed on the
25 corresponding pay range and step of Exhibit C.

26

27 c. Employees not administratively assigned to the salary
28 schedule shall receive a three and twenty-nine hundredths percent (3.29%)
29 pay increase.

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

4 **1. Step Movement:**

6 a. For the period July 1, 2027 through June 30, 2028, Employees
7 who become eligible for step movements shall receive their step
8 movements on their step movement dates. Step movements shall occur as
9 provided in F. below,

11 **2. Salary Schedule:**

13 a. The salary schedule designated as Exhibit C shall be amended
14 to reflect a three and forty-two hundredths percent (3.42%) increase and
15 such amended schedule shall be designated as Exhibit D.

17 b. Following D.2.a. above, Employees shall be placed on the
18 corresponding pay range and step of Exhibit D.

20 c. Employees not administratively assigned to the salary
21 schedule shall receive a three and forty-two hundredths percent (3.42%)
22 pay increase.

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

27 **1. Step Movement:**

29 a. For the period July 1, 2028 through June 30, 2029, Employees
30 who become eligible for step movements shall receive their step

1 movements on their step movement dates. Step movements shall occur as
2 provided in F. below.

4 **2. Salary Schedule:**

6 a. The salary schedule designated as Exhibit D shall be amended
7 to reflect a three and forty-three hundredths percent (3.43%) increase and
8 such amended schedule shall be designated as Exhibit E.

10 b. Following E.2.a. above, Employees shall be placed on the
11 corresponding pay range and step of Exhibit E.

13 c. Employees not administratively assigned to the salary
14 schedule shall receive a three and forty-three hundredths percent (3.43%)
15 pay increase.

17 **F. Step Movement Plan: Following B.1, C.1, D.1. and E.1. above,**
18 **Employees shall move to their appropriate step on the salary schedule in**
19 **accordance with the following step movement plan:**

21 **1. All Employees at SR 18 B shall remain at that range and step until**
22 **their positions are reallocated.**

24 **2. Step movements. All Employees at SR 20 and above, shall move as**
25 **follows:**

27 a. Step B to Step C upon completion of three (3) or more months
28 of satisfactory service with the Employer to equal at least twelve (12)
29 months of registered professional nurse experience, including the three (3)
30 months with the Employer; provided that the previous registered

1 professional nurse experience was gained within the preceding five (5)
2 years.

4 b. Step B to Step D upon completion of three (3) or more months
5 of satisfactory service with the Employer to equal at least eighteen (18)
6 months registered professional nurse experience, including the three (3)
7 months with the Employer; provided that the previous registered
8 professional nurse experience was gained within the preceding five (5)
9 years.

11 c. Step B to Step E upon completion of three (3) or more months
12 of satisfactory service with the Employer to equal at least twenty-four (24)
13 months registered professional nurse experience; provided that the
14 previous registered professional nurse experience was gained within the
15 preceding five (5) years.

17 d. Step C to Step D upon completion of the required months of
18 satisfactory service with the Employer to equal to at least eighteen (18)
19 months registered professional nurse experience, including time with the
20 Employer; provided that the previous registered professional nurse
21 experience was gained within the preceding five (5) years.

23 e. Step C or Step D to Step E upon completion of the required
24 months of satisfactory service with the Employer to equal to at least
25 twenty-four (24) months of registered professional nurse experience,
26 including time with the Employer; provided the previous registered
27 professional nurse experience was gained within the preceding five (5)
28 years.

30 f. Longevity (5 years). All Employees with at least five (5) years
31 of creditable service but less than ten (10) years of creditable service as a

1 registered professional nurse with the Employer, and who are on Step D or
2 Step E, shall move to Step L-1 of their respective salary ranges.

4 g. Longevity (10 years). All Employees with at least ten (10)
5 years of creditable service but less than fifteen (15) years of creditable
6 service as a registered professional nurse with the Employer, and who are
7 on Step E or Step L-1, shall move to Step L-2 of their respective salary
8 ranges.

10 h. Longevity (15 years). All Employees with at least fifteen (15)
11 years of creditable service but less than twenty (20) years of creditable
12 service as a registered professional nurse with the Employer, and who are
13 on Step L-1 or Step L-2, shall move to Step L-3 of their respective salary
14 ranges.

16 i. Longevity (20 years). All Employees with at least twenty (20)
17 years of creditable service but less than twenty-five (25) years of creditable
18 service as a registered professional nurse with the Employer, and who are
19 on Step L-1, Step L-2 or Step L-3, shall move to Step L-4 of their respective
20 salary ranges.

22 j. Longevity (25 years). All Employees with at least twenty-five
23 (25) years of creditable service as a registered professional nurse with the
24 Employer, and who are on Step L-1, Step L-2, Step L-3 or Step L-4, shall
25 move to Step L-5 of their respective salary ranges.

27 G. For purposes of this Article, satisfactory service is defined as
28 receiving a satisfactory or meets expectations rating in the Employees'
29 performance evaluations made by the respective Employer. Creditable service
30 shall include service in all Employer jurisdictions and incorporates all leaves of
31 absences with pay and the following authorized leaves without pay (LWOP).

- 1

2 **1. LWOP to pursue a course of instruction relating to the Employee's**

3 **work;**

4
- 5 **2. LWOP to engage in research, relating to the Employee's work;**

6
- 7 **3. LWOP to render service at the State Legislature;**

8
- 9 **4. LWOP to serve on loan by contract to other governments;**

10
- 11 **5. Sabbatical Leave;**

12
- 13 **6. Military Leave;**

14
- 15 **7. LWOP to recuperate from an injury for which weekly workers'**

16 **compensation payments are made;**

17
- 18 **8. LWOP to work in an exempt position.**

Bargaining Unit 09
TENTATIVE AGREEMENT
Employer
Union RP
Date 10/21/25

1 **ARTICLE 57 - 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 & 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 & 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. 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

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

1	<u>c. Vision</u>	\$ 6.12
2	<u>d. Dual coverage (medical & drug)</u>	\$ 41.70

3

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

8

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

12

13 C. Effective July 1, 2026

14

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

21

22 1. The amounts paid by the Employer shall be based on the plan year
 23 2026-2027 final monthly premium rates established by the Trust Fund for each
 24 Employee-Beneficiary with no dependent-beneficiaries enrolled in the following
 25 Trust Fund health benefit plans:

26

27 **BENEFIT PLAN**

28 a. Dental

29 b. Vision

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

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

13
14 **BENEFIT PLAN**
15 a. Dental
16 b. Vision
17 c. Dual coverage (medical & drug)
18 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall
19 pay the same monthly contribution for each member enrolled in a two-party
20 medical plan, regardless of which plan is chosen. The amount shall be based on
21 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),
22 provided that the dollar amount contributed by the Employer shall not cause the
23 employer share to exceed 90% of the total premium.

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

1 **BENEFIT PLAN**

2 a. Dental

3 b. Vision

4 c. Dual coverage (medical & drug)

5 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall

6 pay the same monthly contribution for each member enrolled in a family medical

7 plan, regardless of which plan is chosen. The amount shall be based on 60% of

8 the total premium of the HMSA 80-20 medical plan (with drug & chiro), provided

9 that the dollar amount contributed by the Employer shall not cause the employer

10 share to exceed 90% of the total premium.

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

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

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

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

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

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

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

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

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

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

Bargaining Unit 09
TENTATIVE AGREEMENT
Employer h
Union PP
Date 10/21/25

ARTICLE 61 – DURATION

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

5 **The Unit 09 Agreement shall be effective July 1, 2025 and shall remain in**
6 **full force and effect to and including June 30, 2029. During the term of this**
7 **Agreement, the parties shall meet on Employer EUTF contributions for the plan**
8 **years 2027-2028 and 2028-2029 by giving written notice to the to the other party of**
9 **its intent to reopen by January 31, 2027.**

11 **In the event the parties reach agreement on the Employer's contribution to**
12 **EUTF, such amended article shall be effective no earlier than July 1, 2027, and**
13 **shall remain in effect to and including June 30, 2029. The entire Unit 09**
14 **Agreement shall be renewed thereafter in accordance with statutes unless either**
15 **party hereto gives written notice to the other party of its desire to modify, amend,**
16 **or terminate the Unit 09 Agreement.**

18 **Notices and proposals shall be in writing and shall be presented to the**
19 **other party between June 15 and June 30, 2028. When the notice is given,**
20 **negotiations for a new Unit 09 Agreement shall commence on a mutually**
21 **agreeable date following the exchange of written proposals.**