

FORMAL SETTLEMENT OFFER – HGEA
April 6, 2011

Salaries

- a. Effective 7/1/2011 to and including 6/30/2013, a 5% across the board reduction.

EUTF

- a. Effective 7/1/2011 to and including 6/30/2013, the Employer shall pay a specific dollar amount equivalent to fifty percent (50%) of the final premium rates established by the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) for the respective health benefit plan, including administrative fees.
- b. The parties shall meet and negotiate the EUTF contributions effective 7/1/2013; if the parties do not reach agreement, the procedures set forth in HRS Section 89-9(e) and Section 89-11(g) shall apply.
- c. Both parties will continue paying their respective amounts as on 6/30/2013 until a resolution is reached, through negotiation or arbitration, as to contributions effective on and after 7/1/2013.

Administrative Time Off:

- a. Effective 7/1/2011 to and including 6/30/2013, employees shall receive six (6) hours per month administrative time off with pay to be used within the contract period. In the event an employee separates from service for any reason, any accumulated administrative time off will not be paid out.
- b. Each jurisdiction shall consult with the union the implementation plan for the administrative time off.

Duration: The duration of the contract shall be effective 7/1/2011 to and including 6/30/2013.

If HGEA is the first union to settle, it receives "favored nation" status. The parties shall work out specific language to this effect.