

SUPPLEMENTAL AGREEMENT
Between the
Board of Regents, University of Hawai'i and the
Hawai'i Government Employees Association
Bargaining Unit 8
Temporary Salary Reduction & Supplemental Time Off

THIS SUPPLEMENTAL AGREEMENT (SUP) is entered into on this 30th day of June, 2011, by and between the Board of Regents, University of Hawai'i ("Employer"), and the Hawai'i Government Employees Association, AFSCME, Local 152, AFL-CIO ("Union") on behalf of employees in bargaining unit 8.

This SUP shall only apply to Administrative, Professional and Technical (APT) employees paid from funds appropriated by the State of Hawai'i. Appropriated funds include general funds, special funds, revolving funds, and appropriated federal funds.

This SUP shall not apply to APTs whose positions are paid from non-appropriated funds which include trust funds, agency funds, and extramural funds.

For APTs paid from various funding sources, this SUP and the temporary salary reduction and supplemental time off described herein shall only apply to the percentage of the full time equivalent (FTE) which is paid from the appropriated funding sources indicated above.

NOW THEREFORE, the UNION and the EMPLOYER mutually agree to the following:

- A. The broad band salary schedules in effect on June 30, 2009 for 11-month APT and 9-month APT shall be designated as Exhibits A and B, respectively.
- B. Effective July 1, 2011:
 1. The salary schedules designated as Exhibits A and B shall be amended to reflect a temporary salary reduction of 5 percent (5%) and such amended schedules shall be designated as Exhibit C for 11-month APT and Exhibit D for 9-month APT.
 2. Following B.1. above, Employees shall be placed on the corresponding pay band and step of Exhibit C or Exhibit D, as applicable.
 3. Employees not assigned to the salary schedule shall receive the same percentage pay decrease as indicated in B.1. above.
- C. Effective at 11:59 p.m. on June 30, 2013:
 1. The broad band salary schedules in effect on June 30, 2009, shall be restored and shall be designated as Exhibits E and F, for 11-month APT and 9-month APT, respectively.
 2. Following C.1. above, Employees shall be placed on the corresponding pay band and step of Exhibit E or Exhibit F, as applicable.
 3. Employees not assigned to the salary schedule shall receive the same pay adjustment as described in C.1 above.

- D. Supplemental Time Off (STO)
1. During fiscal year 2012, employees subject to the temporary salary reduction in B. above shall be granted STO on the following days:
 - a. the five work days preceding the Christmas holiday (December 19-23, 2011);
 - b. the four work days preceding the New Year's Day holiday (December 27-30, 2011); and
 - c. the four work days during spring break (March 27-30, 2012).
 2. During fiscal year 2013, employees subject to the temporary salary reduction in B. above shall be granted STO on the following days:
 - a. the six work days preceding the Christmas holiday (December 17-21 and 24, 2012);
 - b. the four work days preceding the New Year's Day holiday (December 26-28 and 31, 2012); and
 - c. the three work days during spring break (March 25 and 27-28, 2013).
 3. If the Employer determines that an employee cannot be granted STO on any of the above indicated work days, the respective Chancellor or Vice President shall grant an alternate STO day. Alternate STO days shall be observed before the end of the fiscal year.
 4. Part-time employees shall be entitled to STO at a prorated rate based on their full-time equivalent (FTE).
 5. Employees on extended leave without pay shall be entitled to STO on a prorated basis consistent with the number of hours worked or on paid leave.

The Employer and Union agree to discuss and resolve issues that may arise from the implementation of this agreement.

THIS SUPPLEMENTAL AGREEMENT shall be effective through and including June 30, 2013.

IN WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this SUP on the day and year first written above.

FOR THE EMPLOYER:

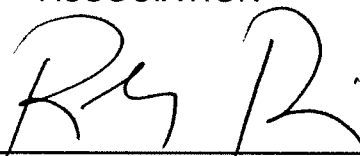
FOR THE UNION:

UNIVERSITY OF HAWAI'I

HAWAI'I GOVERNMENT EMPLOYEES
ASSOCIATION

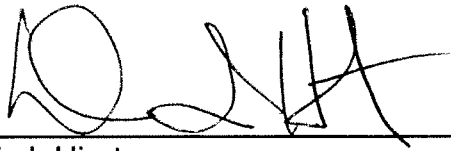


 Howard H. Karr
 Chairperson, Board of Regents



 Randy Perreira, Executive Director

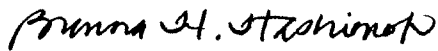
UNIVERSITY OF HAWAII



Dennis I. Hirota
Vice Chairperson, Board of Regents



M.R.C. Greenwood
President



Brenna H. Hashimoto
System Director of Human Resources

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 (EXCLUDING COACHES)
 11 MONTH - Effective 07-01-08

STEPS 1 - 24

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
A ANNUAL MONTHLY	36,684	37,416	38,160	38,928	39,708	40,500	41,316	42,144	42,984	43,848	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876
B ANNUAL MONTHLY	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524
C ANNUAL MONTHLY	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968
D ANNUAL MONTHLY	49,199	50,177	51,177	52,199	53,233	54,299	55,388	56,499	57,622	58,768	59,936	61,126	62,338	63,572	64,828	66,108	67,412	68,742	70,098	71,480	72,888	74,322	75,782	77,264

STEPS 25 - 48

	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48
A ANNUAL MONTHLY	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048
B ANNUAL MONTHLY	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,864	108,972	111,108	113,264
C ANNUAL MONTHLY	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,864	108,972	111,108	113,264	115,432	117,612	119,816	122,044	124,296	126,572	128,872	131,196	133,544	135,916
D ANNUAL MONTHLY	94,908	96,804	98,736	100,716	102,732	104,784	106,864	108,972	111,108	113,264	115,432	117,612	119,816	122,044	124,296	126,572	128,872	131,196	133,544	135,916	138,288	140,688	143,116	145,564

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 (EXCLUDING COACHES)
 11 MONTH - Effective 07-01-2011

STEPS 1 - 24

A	ANNUAL MONTHLY	Step 1N	Step 2N	Step 3N	Step 4N	Step 5N	Step 6N	Step 7N	Step 8N	Step 9N	Step 10N	Step 11N	Step 12N	Step 13N	Step 14N	Step 15N	Step 16N	Step 17N	Step 18N	Step 19N	Step 20N	Step 21N	Step 22N	Step 23N	Step 24N	
		34,848	35,544	36,252	36,984	37,728	38,472	39,232	40,032	40,836	41,652	42,492	43,344	44,208	45,096	45,996	46,920	47,856	48,816	49,800	50,784	51,804	52,836	53,904	54,984	55,984
B	ANNUAL MONTHLY	42,492	43,344	44,208	45,096	45,996	46,920	47,856	48,816	49,800	50,784	51,804	52,836	53,904	54,984	56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996	68,340
		3,541	3,612	3,684	3,758	3,833	3,910	3,988	4,068	4,150	4,232	4,317	4,403	4,492	4,582	4,673	4,766	4,861	4,958	5,057	5,158	5,261	5,367	5,474	5,583	5,695
C	ANNUAL MONTHLY	51,804	52,836	53,904	54,984	56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672	83,304
		4,317	4,403	4,492	4,582	4,673	4,766	4,861	4,958	5,057	5,158	5,261	5,367	5,474	5,583	5,695	5,809	5,925	6,044	6,165	6,288	6,413	6,542	6,673	6,806	6,942
D	ANNUAL MONTHLY	56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672	83,304	84,960	86,664	88,392	90,144
		4,673	4,766	4,861	4,958	5,057	5,158	5,261	5,367	5,474	5,583	5,695	5,809	5,925	6,044	6,165	6,288	6,413	6,542	6,673	6,806	6,942	7,080	7,222	7,366	7,514

STEPS 25 - 48

A	ANNUAL MONTHLY	Step 25N	Step 26N	Step 27N	Step 28N	Step 29N	Step 30N	Step 31N	Step 32N	Step 33N	Step 34N	Step 35N	Step 36N	Step 37N	Step 38N	Step 39N	Step 40N	Step 41N	Step 42N	Step 43N	Step 44N	Step 45N	Step 46N	Step 47N	Step 48N	
		56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672	83,304	84,960	86,664	88,392	90,144
B	ANNUAL MONTHLY	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672	83,304	84,960	86,664	88,392	90,144	91,968	93,804	95,676	97,596	99,540	101,544	103,572	105,648	107,748	109,908
		5,695	5,809	5,925	6,044	6,165	6,288	6,413	6,542	6,673	6,806	6,942	7,080	7,222	7,366	7,514	7,664	7,817	7,973	8,133	8,295	8,462	8,631	8,804	8,979	9,159
C	ANNUAL MONTHLY	83,304	84,960	86,664	88,392	90,144	91,968	93,804	95,676	97,596	99,540	101,544	103,572	105,648	107,748	109,908	112,104	114,348	116,640	118,980	121,368	123,792	126,264	128,796	131,376	133,996
		6,942	7,080	7,222	7,366	7,514	7,664	7,817	7,973	8,133	8,295	8,462	8,631	8,804	8,979	9,159	9,342	9,529	9,720	9,915	10,114	10,316	10,522	10,733	10,948	11,164
D	ANNUAL MONTHLY	90,168	91,968	93,804	95,676	97,596	99,540	101,544	103,572	105,648	107,748	109,908	112,104	114,348	116,640	118,980	121,368	123,792	126,264	128,796	131,376	133,996	136,664	139,384	142,152	144,960
		7,514	7,664	7,817	7,973	8,133	8,295	8,462	8,631	8,804	8,979	9,159	9,342	9,529	9,720	9,915	10,114	10,316	10,522	10,733	10,948	11,164	11,384	11,608	11,836	12,068

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 9 MONTH - Effective 07-01-2011

STEPS 1 - 24

	Step 1N	Step 2N	Step 3N	Step 4N	Step 5N	Step 6N	Step 7N	Step 8N	Step 9N	Step 10N	Step 11N	Step 12N	Step 13N	Step 14N	Step 15N	Step 16N	Step 17N	Step 18N	Step 19N	Step 20N	Step 21N	Step 22N	Step 23N	Step 24N	
A ANNUAL MONTHLY	29,796	30,396	30,996	31,608	32,244	32,892	33,552	34,224	34,908	35,604	36,312	37,044	37,776	38,532	39,312	40,092	40,896	41,712	42,540	43,404	44,268	45,156	46,056	46,980	46,980
B ANNUAL MONTHLY	36,312	37,044	37,776	38,532	39,312	40,092	40,896	41,712	42,540	43,404	44,268	45,156	46,056	46,980	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276	57,276
C ANNUAL MONTHLY	44,268	45,156	46,056	46,980	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816	69,816
D ANNUAL MONTHLY	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816	71,208	72,624	74,076	75,564	75,564

STEPS 25 - 48

	Step 25N	Step 26N	Step 27N	Step 28N	Step 29N	Step 30N	Step 31N	Step 32N	Step 33N	Step 34N	Step 35N	Step 36N	Step 37N	Step 38N	Step 39N	Step 40N	Step 41N	Step 42N	Step 43N	Step 44N	Step 45N	Step 46N	Step 47N	Step 48N	
A ANNUAL MONTHLY	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816	71,208	72,624	74,076	75,564	75,564
B ANNUAL MONTHLY	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816	71,208	72,624	74,076	75,564	77,076	78,612	80,184	81,792	83,436	85,104	86,796	88,536	90,300	92,100	92,100
C ANNUAL MONTHLY	71,208	72,624	74,076	75,564	77,076	78,612	80,184	81,792	83,436	85,104	86,796	88,536	90,300	92,100	93,948	95,832	97,756	99,708	101,688	103,696	105,732	107,796	109,884	111,996	114,132
D ANNUAL MONTHLY	77,076	78,612	80,184	81,792	83,436	85,104	86,796	88,536	90,300	92,100	93,948	95,832	97,756	99,708	101,688	103,696	105,732	107,796	109,884	111,996	114,132	116,292	118,476	120,684	122,916

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 (EXCLUDING COACHES)
 11 MONTH - Effective 06-30-2013 11:59 PM

STEPS 1 - 24

A	ANNUAL	36,684	37,416	38,160	38,928	39,708	40,500	41,316	42,144	42,984	43,848	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876	
	MONTHLY	3,057	3,118	3,180	3,244	3,309	3,375	3,443	3,512	3,582	3,654	3,727	3,802	3,878	3,956	4,035	4,116	4,198	4,282	4,368	4,455	4,544	4,635	4,728	4,823	4,923
B	ANNUAL	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940
	MONTHLY	3,727	3,802	3,878	3,956	4,035	4,116	4,198	4,282	4,368	4,455	4,544	4,635	4,728	4,823	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995
C	ANNUAL	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684
	MONTHLY	4,544	4,635	4,728	4,823	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307
D	ANNUAL	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048	
	MONTHLY	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754	

STEPS 25 - 48

A	ANNUAL	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048
	MONTHLY	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754
B	ANNUAL	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424
	MONTHLY	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452
C	ANNUAL	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424	115,692	118,008	120,372	122,784	125,244	127,752	130,308	132,912	135,576	138,288
	MONTHLY	7,307	7,453	7,602	7,754	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452	9,641	9,834	10,031	10,232	10,437	10,646	10,859	11,076	11,298	11,524
D	ANNUAL	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424	115,692	118,008	120,372	122,784	125,244	127,752	130,308	132,912	135,576	138,288	141,048	143,852	146,704	149,604
	MONTHLY	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452	9,641	9,834	10,031	10,232	10,437	10,646	10,859	11,076	11,298	11,524	11,752	11,984	12,224	12,472

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 9 MONTH - Effective 06-30-2013 11:59 PM

STEPS 1 - 24

A	ANNUAL MONTHLY	31,368	31,992	32,628	33,276	33,936	34,620	35,316	36,024	36,744	37,476	38,220	38,988	39,768	40,560	41,376	42,204	43,044	43,908	3,659	3,732	3,807	3,883	3,961	4,040	4,121	4,203	4,287	4,373	4,460	4,549	4,640	4,733	4,828	4,925	5,024	5,124	5,226	5,331	5,438	5,547	5,658	5,771	5,886	6,004	6,124	6,246	6,371	6,498	6,628
	MONTHLY	2,614	2,666	2,719	2,773	2,828	2,885	2,943	3,002	3,062	3,123	3,185	3,249	3,314	3,380	3,448	3,517	3,587	3,659	3,732	3,807	3,883	3,961	4,040	4,121	4,203	4,287	4,373	4,460	4,549	4,640	4,733	4,828	4,925	5,024	5,124	5,226	5,331	5,438	5,547	5,658	5,771	5,886	6,004	6,124	6,246	6,371	6,498	6,628	

STEPS 25 - 48

B	ANNUAL MONTHLY	61,488	62,712	63,972	65,256	66,564	67,896	69,252	70,632	72,048	73,488	74,952	76,452	77,976	79,536	81,132	82,752	84,408	86,100	87,828	89,580	91,368	93,192	95,052	96,948	98,892	100,872
	MONTHLY	5,124	5,226	5,331	5,438	5,547	5,658	5,771	5,886	6,004	6,124	6,246	6,371	6,498	6,628	6,761	6,896	7,034	7,175	7,319	7,465	7,614	7,766	7,921	8,079	8,241	8,406

C	ANNUAL MONTHLY	74,952	76,452	77,976	79,536	81,132	82,752	84,408	86,100	87,828	89,580	91,368	93,192	95,052	96,948	98,892	100,872
	MONTHLY	6,246	6,371	6,498	6,628	6,761	6,896	7,034	7,175	7,319	7,465	7,614	7,766	7,921	8,079	8,241	8,406

D	ANNUAL MONTHLY	81,132	82,752	84,408	86,100	87,828	89,580	91,368	93,192	95,052	96,948	98,892	100,872
	MONTHLY	6,761	6,896	7,034	7,175	7,319	7,465	7,614	7,766	7,921	8,079	8,241	8,406