

Bargaining Unit 8
Summary of Changes to the Collective Bargaining Agreement
July 1, 2007 - June 30, 2009

- **“A” Articles**

The following “A” Articles have been extended, with no change to the current language, and shall supersede the corresponding articles in the 2007 – 2009 agreement:

- Article 10A – Employment Rights
- Article 18A – Temporary Assignment
- Article 19A – Overtime
- Article 24A – Compensation Adjustment
- Article 27A – Professional Improvement Leave
- Article 36A – Parking
- Article (New) – Standby Pay

- **Article 31 – Vacation Leave**

The schedule for determining vacation leave hours earned for less than a full month of service has been converted from days to hours of service rendered each month.

- **Article 32 – Sick Leave**

The schedule for determining sick leave hours earned for less than a full month of service has been converted from days to hours of service rendered each month.

- **Article 39 – Salaries**

- July 1, 2007: 4% across-the-board increase
- January 1, 2008: One-step adjustment, not to exceed the maximum step
- July 1, 2008: 4% across-the-board increase
- January 1, 2009: One-step adjustment, not to exceed the maximum step

- **Article 40 – Hawai‘i Employer-Union Health Benefits Trust Fund**

- Effective July 1, 2007: A new three tier rate structure will be offered, including an employee-beneficiary with one dependent-beneficiary option.
- Effective July 1, 2008: The final monthly premium rates for PPO, HMO or HDHP have not yet been determined by the Trust Fund for the 2008 – 2009 plan year.

- **Article 42 – Duration**

- The Agreement shall be in effect from July 1, 2007 through June 30, 2009