MEMORANDUM OF AGREEMENT
ACT 253, SLH 2000
Hours of Work
Bargaining Unit 03

This MEMORANDUM OF AGREEMENT is entered into this 28th
day of October, 2004, by and between the State of Hawaii, the Hawaii
Health Systems Corporation, the Judiciary, the City and County of Honolulu, the
County of Hawaii, the County of Maui, and the County of Kauai ("Employer") and the
Hawaii Government Employees Association, AFSCME, Local 152, AFL-CIO
("Union") on behalf of the employees of Bargaining Unit 03.

Article 21 – Rest Periods shall be amended as follows:

"Article 21 – Rest Periods and Lunch Period"

A. All Employees shall be allowed rest periods of ten (10) minutes during
each half of the workday or work shift and before each two (2) hours of continuous
overtime work performed after completing a regular workday or work shift of eight (8)
hours. The times and locations at which rest periods shall be taken are to be
determined by the department head or designee after giving due consideration to the
desires of the Employees and the requirements of the department.

B. All Employees shall be allowed a lunch period not exceeding forty-five
(45) minutes. Such lunch period shall not constitute working time."

This MEMORANDUM OF AGREEMENT is effective on the day first set
forth above and shall continue in effect until such time that the provisions herein are
incorporated into the BU 03 collective bargaining agreement with the printing of the
next BU 03 collective bargaining agreement.

IN WITNESS WHEREOF, the parties hereto by their authorized
representatives have executed this MEMORANDUM OF AGREEMENT as of the
effective date written above.

FOR THE EMPLOYER:

FOR THE HAWAII GOVERNMENT
EMPLOYEES ASSOCIATION:

State of Hawaii
Office of Collective Bargaining

Jane Hisako Nakakudzi
Hawaii Health Systems Corporation

Ken Nakamoto
Judiciary

Chief K. Okamoto
City and County of Honolulu

Michael K. B. Lee
County of Hawaii

Larry S. Kim
County of Maui

Malcolm C. Nishihara
County of Kauai

APPROVED AS TO FORM

State Attorney General