

Executive Summary
Bargaining Unit 8
and the Excluded Counterpart (BU 68, 78)

1. Effective beginning November 1, 2009, 5% across-the-board annualized temporary salary reduction for APTs paid from appropriated funds (*general, special, or revolving funds; and appropriated federal funds*) in FY10 (7.5% for 8 months) and FY11 (5% for 12 months). The temporary salary schedules reflecting the reduction will expire at 11:59 pm on June 30, 2011.

Exemptions:

- APTs paid from agency, trust, or extramural funds
- APTs who retire on or before December 31, 2009

2. APTs subject to the temporary salary reduction described above will be granted leave with pay on the following days:
 - Friday after Thanksgiving
 - 4 work days before Christmas
 - 4 work days before New Year's Day
 - 4 work days during Spring Break
3. Duration: Two year agreement effective July 1, 2009 – June 30, 2011
4. EUTF: For FY10, Employer contributions will continue at FY09 rates. For FY11, the Employer and Union will each submit their respective positions to the 2010 Legislature for a final determination of the Employer contributions for the 2010-2011 plan year.
5. Travel – Effective November 1, travel reimbursements will follow the federal rates, which are destination based. Same day neighbor island travelers will receive a \$20 meal allowance. Mileage will also follow the federal rates, currently .55¢ per mile.
6. Family Leave – Incorporates the State and federal family leave provisions into the agreement. Allows APTs to substitute up to four weeks of paid leave per year for family leave purposes.
7. All other provisions of the current agreement remain the same. Extends all current MOAs, MOUs and Supplemental Agreements, including:
 - a. Alternative Work Week
 - b. Early Vacation Leave Payout
 - c. Mānoa Athletics
 - d. Infrared Telescope Facility
 - e. Institute for Astronomy High Altitude
 - f. "A" Articles [Includes Employment Rights (with non-substantive changes), Temporary Assignment, Overtime, Compensation Adjustments, Professional Improvement Leave, and Parking]

Executive Summary
Bargaining Units 2, 3, 4, and 9
and the Excluded Counterparts

1. Effective beginning November 1, 2009, 5% across-the-board annualized temporary salary reduction for personnel paid from appropriated funds (*general, special, or revolving funds; and appropriated federal funds*) in FY10 (7.5% for 8 months) and FY11 (5% for 12 months). The temporary salary schedules reflecting the reduction will expire at 11:59 pm on June 30, 2011.

Exemptions:

- Personnel paid from agency, trust, or extramural funds
- Personnel who retire on or before December 31, 2009

2. Personnel subject to the temporary salary reduction described above will be granted leave with pay on the following days:
 - Friday after Thanksgiving
 - 4 work days before Christmas
 - 4 work days before New Year's Day
 - 4 work days during Spring Break
3. Duration: Two year agreement effective July 1, 2009 – June 30, 2011
4. EUTF: For FY10, Employer contributions will continue at FY09 rates. For FY11, the Employer and Union will each submit their respective positions to the 2010 Legislature for a final determination of the Employer contributions for the 2010-2011 plan year.