

**MEMORANDUM OF AGREEMENT
FOR BU 10 COLLECTIVE BARGAINING AGREEMENT
EFFECTIVE JULY 1, 2013 TO AND INCLUDING JUNE 30, 2017**

This MEMORANDUM OF AGREEMENT entered into this 25th day of NOVEMBER, 2013, by and between the STATE OF HAWAII, the JUDICIARY, the HAWAII HEALTH SYSTEMS CORPORATION, the CITY AND COUNTY OF HONOLULU, hereafter collectively the "EMPLOYER" and the UNITED PUBLIC WORKERS, AFSCME LOCAL 646, AFL-CIO, hereafter the "UNION", constitutes the basis of settlement of the Unit 10 Collective Bargaining Agreement reached on August 21, 2013 that is effective July 1, 2013 to and including June 30, 2017.

It is understood that the Unit 10 Collective Bargaining Agreement between the EMPLOYER and the UNION effective July 1, 2011 to and including June 30, 2013 is incorporated without change in the Unit 10 Collective Bargaining Agreement effective July 1, 2013 to and including June 30, 2017 between the EMPLOYER and the UNION except for the changes in the following Sections titled "Bargaining Unit 10 TENTATIVE AGREEMENT" that have been initialed by the EMPLOYER and the UNION and are attached to this MEMORANDUM OF AGREEMENT:

Section 23	WAGES
Section 62	BENEFIT PLANS
Section 68	DURATION

IN WITNESS WHEREOF, the EMPLOYER and the UNION by their authorized representatives have executed this MEMORANDUM OF AGREEMENT.

BU 10 Memorandum of Agreement
July 1, 2013 – June 30, 2017 CBA

STATE OF HAWAII

By: *Neil Abernethy*
Its Governor

Neil D. J.
Burbank

JUDICIARY

By: *Johnny G. Smith*
Its Administrative Director

Don W. Kabeber

HAWAII HEALTH SYSTEMS CORPORATION

By: *Alice M. Hall*
Its President & CEO

Cindy A. Drury

CITY AND COUNTY OF HONOLULU

By: *[Signature]*
Its Mayor

Carolee C. Kubi

UNITED PUBLIC WORKERS,
AFSCME, LOCAL 646, AFL-CIO

By: *Raymond H. Colaneri*
Its State Director

[Signature]
John [Signature]
[Signature]
D. Maddox

Erna [Signature]

Kari D. [Signature]

Wynne L. [Signature]

[Signature]

[Signature]

[Signature]

[Signature]