

**MEMORANDUM OF AGREEMENT  
FOR BARGAINING UNITS 2, 3, and 4  
COLLECTIVE BARGAINING AGREEMENTS  
EFFECTIVE JULY 1, 2013 TO JUNE 30, 2015**

This MEMORANDUM OF AGREEMENT is entered into this 28<sup>th</sup> day of June 2013, by and between the Hawai'i Government Employees Association, AFSCME, Local 152, AFL-CIO, hereinafter called the Union, and the State of Hawai'i, the Hawaii Health Systems Corporation, the Judiciary, the City and County of Honolulu, the County of Hawai'i, the County of Maui and the County of Kaua'i, hereinafter called the Employer, as defined in the HRS §89-6.

WHEREAS, Tentative Agreements were reached during negotiations of the collective bargaining agreements covering Employees in Bargaining Units (BUs) 2, 3, and 4 effective July 1, 2013 through June 30, 2015.

NOW THEREFORE, the Employer and the Union mutually agree that this MEMORANDUM OF AGREEMENT shall be used to implement the Tentative Agreements reached and the collective bargaining agreements referenced herein, effective July 1, 2013 through June 30, 2015.

The Employer and the Union agree that the terms and conditions of the collective bargaining agreements between the Employer and the Union effective July 1, 2011 to, and including, June 30, 2013 for BU 2, 3, and 4 are incorporated without change in the respective collective bargaining agreements for the period July 1, 2013 to, and including, June 30, 2015 except for the changes to the Articles listed below as described in the Tentative Agreements attached hereto:

**BU 2**

Article 51      Salaries  
Article 52      Hawai'i Employer-Union Health Benefits Trust Fund  
Article 54      Duration

**BU 3**

Article 14      Compensation Adjustment  
Article 53      Salaries  
Article 54      Hawai'i Employer-Union Health Benefits Trust Fund  
Article 56      Duration

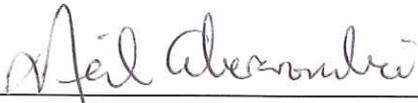
**BU 4**

Article 14      Compensation Adjustment  
Article 51      Salaries  
Article 52      Hawai'i Employer-Union Health Benefits Trust Fund  
Article 54      Duration

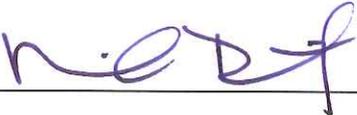
IN WITNESS WHEREOF, the Employer and the Union by their authorized representatives have executed this MEMORANDUM OF AGREEMENT.

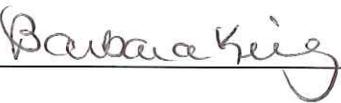
STATE OF HAWAI'I

HAWAI'I GOVERNMENT EMPLOYEES  
ASSOCIATION, LOCAL 152, AFSCME,  
AFL-CIO

By   
Its Governor

By   
Its Executive Director

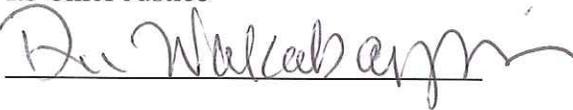




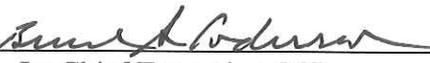
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JUDICIARY

By   
Its Chief Justice



HAWAI'I HEALTH SYSTEMS CORPORATION

By   
Its Chief Executive Officer



CITY AND COUNTY OF HONOLULU

By   
Its Mayor

Carmelle C. Kalia

COUNTY OF HAWAI'I

By   
Its Mayor

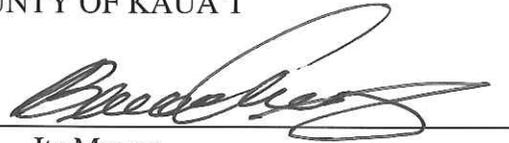
Bruce Iwani

COUNTY OF MAUI

By   
Its Mayor

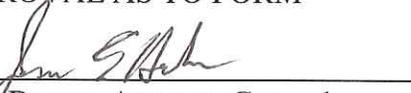
Alan Arakawa

COUNTY OF KAUA'I

By   
Its Mayor

David Iuli

APPROVAL AS TO FORM

  
State Deputy Attorney General