

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

This MEMORANDUM OF AGREEMENT entered into this 29th day of April, 2013, by and between the STATE OF HAWAII, the JUDICIARY, the HAWAII HEALTH SYSTEMS CORPORATION, the CITY AND COUNTY OF HONOLULU, the COUNTY OF HAWAII, the COUNTY OF MAUI, the COUNTY OF KAUAI, 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 1 Collective Bargaining Agreement reached on April 26, 2013 that is effective July 1, 2013 to and including June 30, 2017.

It is understood that the Unit 1 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 1 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 1 TENTATIVE AGREEMENT" that have been initialed by the EMPLOYER and the UNION and are attached to this MEMORANDUM OF AGREEMENT:

Section 23	WAGES
Section 25	HOURS OF WORK
Section 28	STAND-BY WORK
Section 29	MILITARY LEAVE
Section 33	CALL-OUT
Section 36	VACATION LEAVE
Section 62	BENEFIT PLANS
Section 66	DURATION

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

STATE OF HAWAII

By: *Mil Abernethy*
Its Governor

Neil Ruff
Barbara King
[Signature]

JUDICIARY

By: *John G. Marshall*
Its Administrative Director

Dee Weckelberg

HAWAII HEALTH SYSTEMS CORPORATION

By: *[Signature]*
Its President & CEO

CITY AND COUNTY OF HONOLULU

By: *[Signature]*
Its Mayor

Carolee C. Kiker

COUNTY OF HAWAII

By: *[Signature]*
Its Mayor

Ron [Signature]

COUNTY OF MAUI

By: *Alan Aokawa*
Its Mayor

Alice T. Aunio

COUNTY OF KAUAI

By: *[Signature]*
Its Mayor

[Signature]

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

By: *[Signature]*
Its State Director

Arvid [Signature]
[Signature]

[Signature]
[Signature]
[Signature]

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[Signature]

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By: *"Amy" [Signature]*

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