

**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.


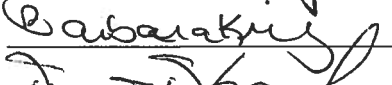

It is understood that the Unit 1 Collective Bargaining Agreement between the EMPLOYER and the UNION effective July 1, 2011 to and including June 30, 2013 is incorporated without change in the Unit 1 Collective Bargaining Agreement effective July 1, 2013 to and including June 30, 2017 between the EMPLOYER 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

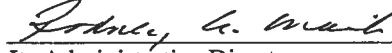
IN WITNESS WHEREOF, the EMPLOYER and the UNION by their authorized representatives have executed this MEMORANDUM OF AGREEMENT.

STATE OF HAWAII

By: 
Its Governor

JUDICIARY

By: 
Its Administrative Director



HAWAII HEALTH SYSTEMS CORPORATION

By: 
Its President & CEO



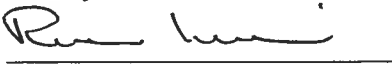
CITY AND COUNTY OF HONOLULU

By: 
Its Mayor




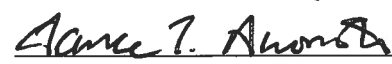
COUNTY OF HAWAII

By: 
Its Mayor



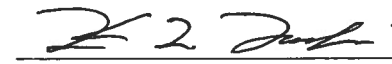
COUNTY OF MAUI

By: 
Its Mayor

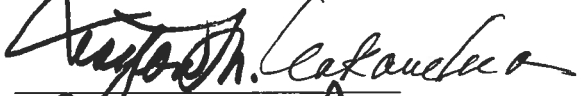



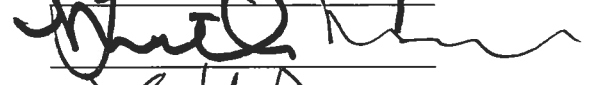
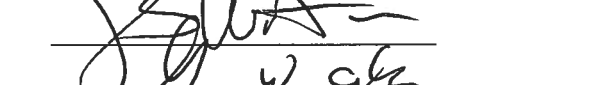
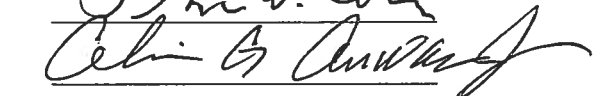
COUNTY OF KAUAI

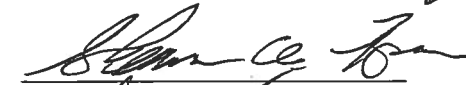

By: 
Its Mayor

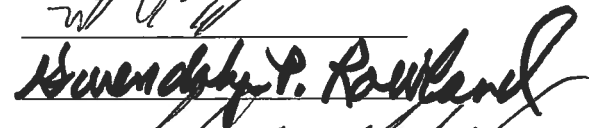


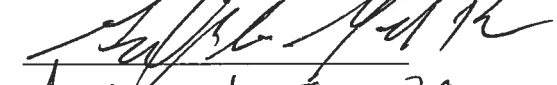
UNITED PUBLIC WORKERS,
AFSCME, LOCAL 646, AFL-CIO

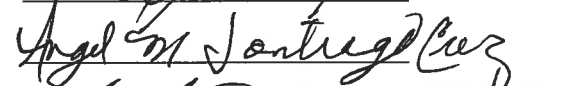
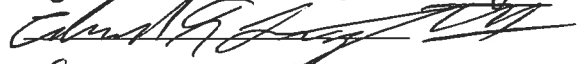
By: 
Its State Director







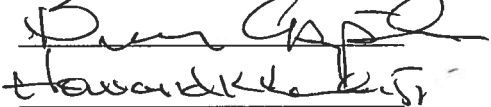











By: 