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**STATE OF HAWAII**  
**DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES**

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December 31, 2020

**COMPTROLLER'S MEMORANDUM NO. 2020-32**

TO: Heads of Departments and Agencies

ATTN: Payroll Offices

FROM: Curt T. Otaguro, Comptroller

SUBJECT: Statutory Dues Changes for UPW

This memorandum is to notify all departments and agencies of the impending statutory dues changes for all employees in UPW-represented bargaining units 01 and 10, effective January 1, 2021. These changes have been specified by UPW under the provisions of Section 89-4, Hawaii Revised Statutes (HRS).

Effective January 1, 2021, the statutory dues for these employees will be as follows:

- (1) Regular full-time employees and employees with work schedules of more than twenty (20) hours per week shall have their monthly statutory dues computed at 1.5% times the monthly salary in effect on January 1, 2021, (or thereafter, if hired later) plus \$14.15. The minimum monthly statutory dues amount shall be \$54.55 (\$40.40 plus \$14.15).

The monthly salary is defined as the employee's monthly basic rate of pay including shortage differential, compression differential, related differential, temporary differential, salary adjustment differential, retention differential, and permanent differential pay.

- (2) Part-time employees with work schedules of twenty (20) or fewer hours per week shall be assessed monthly statutory dues of \$40.85 (\$30.30 plus \$10.55).
- (3) The monthly statutory dues for associate members shall be \$30.30.

The monthly dues rate of an employee shall be changed when the employee's monthly basic rate of pay is changed due to permanent upward or downward movement between January 1, 2021 and December 31, 2021. The monthly dues rate of an employee shall not be changed as a result of a negotiated pay increase that occurs between January 1, 2021 and December 31, 2021.

The new statutory dues will be deducted in the pay date ending January 20, 2021 for LAG and After-the-Fact employees.

Your cooperation in transmitting this information to your departmental employees will be appreciated.