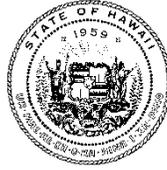


DAVID Y. IGE
GOVERNOR



DOUGLAS MURDOCK
Comptroller

AUDREY HIDANO
Deputy Comptroller

STATE OF HAWAII
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES

P.O. BOX 119, HONOLULU, HAWAII 96810-0119

December 22, 2015

COMPTROLLER'S MEMORANDUM NO. 2015-26

TO: Heads of Departments and Agencies

ATTN: Payroll Offices

FROM: Douglas Murdock, Comptroller

SUBJECT: Statutory Dues Changes for HGEA BU 02, 03, 04, 09 and 13

This memorandum is to advise all departments and agencies of the statutory dues changes for the employees in HGEA-represented bargaining units 02, 03, 04, 09, and 13, effective January 1, 2016. In accordance with Section 89-4(a), Hawaii Revised Statutes and HGEA's Statutory Dues Calculation Procedure, HGEA is requesting an adjustment of dues for their member employees or the amount equivalent to the regular dues for non-member employees for the above referenced bargaining units who are represented by the HGEA, AFSCME and Local 152, AFL-CIO.

The dues increases are the result of the following:

Effective January 1, 2016, HGEA's parent union, American Federation of State, County and Municipal Employees, AFL-CIO, scheduled an affiliation fee payment increase for the above referenced bargaining units from \$12.65 to \$12.90.

Effective January 1, 2016, the definition of the straight-time monthly salary for BU 13 will include a 3.5% across the board increase and continuation of step movement salary changes from July 1, 2015 through June 30, 2016 in accordance with the BU 13 bargaining unit agreement.

Effective January 1, 2016, the definition of the straight-time monthly salary for BU 02 will include the pay adjustment related to the 2% across the board increase and the 2% pay increase for former L5 and SR NA positions. This increase should have been implemented on October 1, 2015 when the pay adjustments were made. Therefore, retroactive dues will be collected.

Per HGEA, the straight-time monthly salary is defined as the employee's monthly basic rate of pay including any differential pay for compression, conversion, permanent, related shortage, retention, salary adjustment, school year temporary, DOE special services adjustment (Unit 13), and shortage amounts received by the employee.

Effective January 1, 2016, the formula for calculating statutory dues for these employees is as follows:

- (1) For employees with regular work hours of 21 or more per week, the statutory dues are .008 times the straight-time monthly salary plus affiliation fees payments to AFSCME (\$12.90 per month).
- (2) For employees with 20 regular work hours per week, the statutory dues are .008 times the straight-time salary plus affiliation fees payments to AFSCME (\$9.60 per month).

Deduction of the new statutory dues will be made for the pay period ending January 15, 2016 and January 31, 2016 for the after-the-fact employees.

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