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December 5, 2025

COMPTROLLER'S MEMORANDUM NO. 2025-27

TO: Heads of Departments and Agencies

ATTN: Payroll Offices

FROM: Keith A. Regan, Comptroller 

SUBJECT: Statutory Dues Changes for HGEA BUs 02, 03, 04, 06, 08, 09, 13, and 14

This memorandum is to advise all departments and agencies of the statutory dues changes for the employees in HGEA-represented bargaining units (BUs) 02, 03, 04, 06, 08, 09, 13, and 14, effective January 1, 2026 (January 20, 2026 pay date). In accordance with Section 89-4(a), Hawaii Revised Statutes and HGEA's Member 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 in BUs 02, 03, 04, 06, 08, 09, 13, and 14 represented by the HGEA, AFSCME Local 152, AFL-CIO.

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

- Effective January 1, 2026, 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 fee payments to AFSCME (\$16.50 per month).
 - (2) For employees with 20 regular work hours per week, the statutory dues are .008 times the straight-time monthly salary plus affiliation fee payments to AFSCME (\$12.35 per month).

This dues adjustment should be performed concurrently with their change in salary or retroactively.

Deduction of the new statutory dues will be effective for the January 20, 2026 pay date.

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