NOTICE TO UPW REPRESENTED EMPLOYEES

SUBJECT: STATUTORY DUES CHANGE

This notice is to advise you of the impending statutory dues changes for all employees in the UPW-Represented bargaining units 01 and 10. These changes have been specified by UPW under the provision of Section 89-4, Hawaii Revised Statutes.

Effective January 1, 2018, the statutory dues for these employees will be as follows:

1. Regular full-time employees shall have their monthly statutory dues computed at 1.5% times the monthly salary in effect on January 1, 2018 (or thereafter, if hired later) plus $13.40. The minimum monthly statutory dues amount shall be $50.85 ($37.45 plus $13.40).

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

2. Monthly statutory dues for part-time employees shall be:

   a. $38.05 ($28.10 plus $9.95) for those employees with work schedules of twenty (20) or fewer hours per week.

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, 2018 and December 31, 2018. The monthly dues rate of an employee shall not be changed as a result of a negotiated pay increase that is between January 1, 2018 and December 31, 2018.

The new statutory dues will be deducted in the pay period ending January 15, 2018 and January 31, 2018 for after-the-fact employees.