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## A BILL FOR AN ACT

RELATING TO THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST  
FUND.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The purpose of this Act is to address the  
2 Hawaii employer-union health benefits trust fund. Specifically,  
3 this Act amends the contribution provisions for an employee  
4 hired by the State or a county after June 30, 2014.

5           More specifically, this Act:

- 6           (1) Sets, at a specified dollar amount, the state or  
7           county monthly contribution for the health benefits  
8           plan in which a new employee is enrolled;
- 9           (2) Provides for the automatic adjustment of the state or  
10           county monthly contribution for the health benefits  
11           plan on July 1 of each odd-numbered year;
- 12           (3) Requires the board of trustees of the trust fund to  
13           establish certain types of health benefits plans; and
- 14           (4) Makes the state or county monthly contribution for a  
15           new employee nonnegotiable under collective  
16           bargaining.



1 This Act also makes an employee hired after June 30, 2014,  
2 ineligible for group life insurance benefits.

3 SECTION 2. Chapter 87A, Hawaii Revised Statutes, is  
4 amended by adding two new sections to part IV to be  
5 appropriately designated and to read as follows:

6 "§87A-A State and county contributions; employees first  
7 hired after June 30, 2014, during active service. (a) This  
8 section shall apply to an employee who is first hired after June  
9 30, 2014, during the active service of the employee.

10 (b) Except as limited under subsection (d), the State,  
11 through the department of budget and finance, and the counties,  
12 through their respective departments of finance, shall pay to  
13 the fund for each employee subject to this section the  
14 following, as applicable:

15 (1) Medical benefits plan with prescription drug benefits:

16 (A) For an employee enrolled in a family medical  
17 benefits plan with prescription drug benefits,  
18 the lesser of \$640 or the actual monthly cost of  
19 the family medical benefits plan;

20 (B) For an employee enrolled in a two-party medical  
21 benefits plan with prescription drug benefits,



1                   the lesser of \$502 or the actual monthly cost of  
2                   the two-party medical benefits plan; or

3           (C) For an employee enrolled in a self medical  
4           benefits plan with prescription drug benefits,  
5           the lesser of \$207 or the actual monthly cost of  
6           the self medical benefits plan;

7           (2) Medical benefits plan without prescription drug  
8           benefits:

9           (A) For an employee enrolled in a family medical  
10           benefits plan without prescription drug benefits,  
11           the lesser of \$519 or the actual monthly cost of  
12           the family medical benefits plan;

13           (B) For an employee enrolled in a two-party medical  
14           benefits plan without prescription drug benefits,  
15           the lesser of \$407 or the actual monthly cost of  
16           the two-party medical benefits plan; or

17           (C) For an employee enrolled in a self medical  
18           benefits plan without prescription drug benefits,  
19           the lesser of \$168 or the actual monthly cost of  
20           the self medical benefits plan;

21           (3) Prescription drug benefits:



- 1           (A) For an employee enrolled in a family prescription
- 2           drug benefits plan, the lesser of \$122 or the
- 3           actual monthly cost of the family prescription
- 4           drug benefits plan;
- 5           (B) For an employee enrolled in a two-party
- 6           prescription drug benefits plan, the lesser of
- 7           \$95 or the actual monthly cost of the two-party
- 8           prescription drug benefits plan; or
- 9           (C) For an employee enrolled in a self prescription
- 10           drug benefits plan, the lesser of \$40 or the
- 11           actual monthly cost of the self prescription drug
- 12           benefits plan;
- 13        (4) Dental benefits plan:
- 14           (A) For an employee enrolled in a family dental
- 15           benefits plan, the lesser of \$59 or the actual
- 16           monthly cost of the family dental benefits plan;
- 17           (B) For an employee enrolled in a two-party dental
- 18           benefits plan, the lesser of \$36 or the actual
- 19           monthly cost of the two-party dental benefits
- 20           plan; or



1           (C) For an employee enrolled in a self dental  
2           benefits plan, the lesser of \$18 or the actual  
3           monthly cost of the self dental benefits plan;

4       (5) Vision benefits plan:

5           (A) For an employee enrolled in a family vision  
6           benefits plan, the lesser of \$9 or the actual  
7           monthly cost of the family vision benefits plan;

8           (B) For an employee enrolled in a two-party vision  
9           benefits plan, the lesser of \$7 or the actual  
10           monthly cost of the two-party vision benefits  
11           plan; or

12           (C) For an employee enrolled in a self vision  
13           benefits plan, the lesser of \$4 or the actual  
14           monthly cost of the self vision benefits plan.

15       (c) An employee subject to this section may enroll in a  
16       self, two-party, or family health benefits plan or two or more  
17       health benefits plans that do not provide duplicate benefits;  
18       provided that the state or county monthly contribution for the  
19       employee shall be calculated or limited in accordance with  
20       subsection (b) or subsection (d), no matter the type or number  
21       of health benefits plan or plans in which the employee is  
22       enrolled.



1        (d) The following shall apply to the state or county  
2 monthly contribution for an employee subject to this section:

3        (1) If employees subject to this section are married to  
4 each other or in a civil union or reciprocal  
5 beneficiary relationship with each other, then the  
6 state or monthly contribution for them shall not  
7 exceed the sum of the contributions to which each  
8 employee is entitled;

9        (2) If an employee subject to this section is married to  
10 or in a civil union or reciprocal beneficiary  
11 relationship with an employee subject to section 87A-  
12 32, section 87A-B shall apply to them;

13        (3) If the State or any of the counties establish  
14 cafeteria plans in accordance with Title 26, United  
15 States Code section 125, the Internal Revenue Code of  
16 1986, as amended, and section 78-30, the state or  
17 county monthly contribution for employees who  
18 participate in a cafeteria plan shall be made through  
19 the cafeteria plan, and the payments made by the State  
20 or counties shall include their respective  
21 contributions to the fund and the employee's share of  
22 the cost of the employee's health benefits plan.



1       (e) The state or county monthly contribution for each  
2 health benefits plan under subsection (a) shall be adjusted on  
3 July 1 of each odd-numbered year, beginning July 1, 2019, in  
4 accordance with this section.

5       The state or county monthly contribution for a health  
6 benefits plan to be effective on July 1 of an odd-numbered year  
7 shall be calculated by adjusting the state or county monthly  
8 contribution for the health benefits plan that was effective on  
9 July 1 of the previous odd-numbered year by the lesser of the  
10 following:

11       (1) The percentage change between:

12           (A) The aggregate general fund expenditure ceiling  
13           for the fiscal year commencing on July 1 of the  
14           odd-numbered year for which the base monthly  
15           contribution is to be adjusted; and

16           (B) The aggregate general fund expenditure ceiling  
17           for the fiscal year commencing on July 1 of the  
18           previous odd-numbered year; or

19       (2) The percentage increase or decrease between:

20           (A) The lowest medicare part B premium rate in effect  
21           on July 1 of the odd-numbered year for which the  
22           monthly contribution is to be adjusted; and



1        (B) The lowest medicare part B premium rate in effect  
2                    on July 1 of the previous odd-numbered year.

3        As used in this paragraph, "lowest medicare part B  
4        premium rate" means the rate of the lowest dollar  
5        amount published in the Federal Register each year on  
6        November 1 or on the business day closest to November  
7        1 of each year after the medicare part B premium rate  
8        has been established by the Secretary of Health and  
9        Human Services and approved by the United States  
10       Congress.

11       (f) The State or county shall not make any monthly  
12 contribution for an employee who is not enrolled in a health  
13 benefits plan.

14       (g) Section 87A-40 shall apply to the contribution by an  
15 employee subject to this section for a health benefits plan in  
16 which the employee is enrolled.

17       **§87A-B Treatment of employees subject to different state**  
18 **or county contributions during active service. If a married**  
19 **couple, civil union partners, or reciprocal beneficiaries are**  
20 **comprised of an employee first hired before July 1, 2014, and an**  
21 **employee first hired after June 30, 2014, and neither is**  
22 **retired, the following shall apply:**





- 1        (1) The employee first hired before July 1, 2014, may  
2        enroll in a self plan and be entitled to a state or  
3        county monthly contribution determined in accordance  
4        with section 87A-32. The employee first hired after  
5        June 30, 2014, may enroll separately in a self plan  
6        and be entitled to a state or county monthly  
7        contribution determined in accordance with section  
8        87A-A;
- 9        (2) One employee may enroll in a two-party plan under  
10       section 87A-32 or 87A-A that provides coverage for the  
11       spouse, civil union partner, or reciprocal  
12       beneficiary, and the employee enrolled shall be  
13       entitled to a state or county monthly contribution  
14       determined in accordance with the section 87A-32 or  
15       87A-A, as applicable. The spouse, civil union  
16       partner, or reciprocal beneficiary shall not be  
17       entitled to a separate state or county monthly  
18       contribution; or
- 19       (3) One employee may enroll in a family plan under section  
20       87A-32 or 87A-A that provides coverage for the spouse,  
21       civil union partner, or reciprocal beneficiary, as  
22       well as other family members, and the employee



1           enrolled shall be entitled to a state or county  
2           monthly contribution determined in accordance with  
3           section 87A-32 or 87A-A, as applicable. The spouse,  
4           civil union partner, or reciprocal beneficiary shall  
5           not be entitled to a separate state or county monthly  
6           contribution."

7           SECTION 3. Section 87A-1, Hawaii Revised Statutes, is  
8 amended as follows:

9           1. By adding four new definitions to be appropriately  
10 inserted and to read:

11           "Dental benefits plan" means a group insurance contract or  
12 service agreement offered by a carrier providing dental benefits  
13 only or a similar schedule of benefits provided through the fund  
14 on a self-insured basis.

15           "Medical benefits plan" means a group insurance contract or  
16 service agreement offered by a carrier providing medical,  
17 hospital, surgical, and other health care benefits or a similar  
18 schedule of benefits that are provided through the fund on a  
19 self-insured basis. A "medical benefits plan" may include  
20 prescription drug benefits if the plan also provides hospital,  
21 surgical, and other health care benefits. The term does not  
22 include a "long-term care benefits plan".



1       "Prescription drug benefits plan" means a group insurance  
2 contract or service agreement offered by a carrier providing  
3 prescription drug benefits only or a similar schedule of  
4 benefits that are provided through the fund on a self-insured  
5 basis.

6       "Vision benefits plan" means a group insurance contract or  
7 service agreement offered by a carrier providing vision benefits  
8 only or a similar schedule of benefits that are provided through  
9 the fund on a self-insured basis."

10       2. By amending the definition of "health benefits plan" to  
11 read:

12       ""Health benefits plan" [~~means:~~

13       ~~(1) A group insurance contract or service agreement that~~  
14       ~~may include medical, hospital, surgical, prescribed~~  
15       ~~drugs, vision, and dental services, in which a carrier~~  
16       ~~agrees to provide, pay for, arrange for, or reimburse~~  
17       ~~the cost of the services as determined by the board;~~  
18       ~~or~~

19       ~~(2) A similar schedule of benefits established by the~~  
20       ~~board and provided through the fund on a self-insured~~  
21       ~~basis.] is a general term inclusive of a dental~~  
22       benefits plan, medical benefits plan, prescription



1           drug benefits plan, or vision benefits plan. The term  
2           does not include a "long-term care benefits plan"."

3           SECTION 4. Section 87A-16, Hawaii Revised Statutes, is  
4 amended to read as follows:

5           "~~[+]§87A-16[+]~~ **Health benefits plan; carriers.** (a) The  
6 board shall establish ~~[the]~~ health benefits ~~[plan-or]~~ plans,  
7 ~~[which]~~ that shall be exempt from the minimum group requirements  
8 of chapter 431~~[-]~~ and fit into one of the plan types, a state or  
9 county monthly contribution for which is set under section 87A-  
10 A(b). The health benefits plans shall include at least one of  
11 each of the following types:

- 12           (1) A medical benefits plan with prescription drug  
13           benefits;  
14           (2) A medical benefits plan without prescription drug  
15           benefits;  
16           (3) A dental benefits plan;  
17           (4) A prescription drug benefits plan; and  
18           (5) A vision benefits plan.

19           (b) The board may contract for the health benefits plans  
20 or provide health benefits through a noninsured schedule of  
21 benefits."



1 SECTION 5. Section 87A-17, Hawaii Revised Statutes, is  
2 amended to read as follows:

3 "[+]§87A-17[+] **Group life insurance benefits or group life**  
4 **insurance program.** The board may provide benefits under a group  
5 life insurance benefits program or group life insurance program  
6 to employees[-] hired before July 1, 2014.

7 The board shall not provide a group life insurance benefits  
8 program or group life insurance program to an employee hired  
9 after June 30, 2014, during the employee's active service or  
10 after the employee's retirement."

11 SECTION 6. Section 87A-19, Hawaii Revised Statutes, is  
12 amended to read as follows:

13 "[+]§87A-19[+] ~~Plans~~ Medical benefits plan or plans for  
14 part-time, temporary, and seasonal or casual employees. (a)

15 The board may offer a medical~~[, hospital, or surgical]~~ benefits  
16 plan or plans to part-time, temporary, and seasonal or casual  
17 employees at no cost to the employers. The board may determine  
18 eligibility for part-time, temporary, and seasonal or casual  
19 employees by rules exempt from chapter 91 as provided in section  
20 87A-26.

21 (b) The board shall establish the medical~~[, hospital, or~~  
22 ~~surgical]~~ benefits plan or plans, which shall be exempt from the



1 minimum group requirements of article 10A of chapter 431. [~~The~~  
2 ~~medical, hospital, or surgical benefits plan or plans shall~~  
3 ~~provide, pay for, arrange for, or reimburse the cost of medical,~~  
4 ~~hospital, or surgical services, and may include prescribed~~  
5 ~~hospital in-patient and out-patient service and medical~~  
6 ~~benefits.]~~

7 (c) The board may contract for the medical[~~, hospital, or~~  
8 ~~surgical]~~ benefits plan or plans. Each part-time, temporary,  
9 and seasonal or casual employee enrolled [~~for~~] in a medical[~~, hospital, or surgical]~~  
10 ~~benefits plan~~ shall pay monthly  
11 contributions directly to the board's designated carriers. The  
12 monthly contributions may include the carrier's administrative  
13 costs."

14 SECTION 7. Section 87A-32, Hawaii Revised Statutes, is  
15 amended to read as follows:

16 "[~~f~~]§87A-32[~~t~~] **State and county contributions; [active]**  
17 **employees[~~r~~] first hired before July 1, 2014, during active**  
18 **service.** (a) This section shall apply to an active employee  
19 first hired before July 1, 2014, during active service.

20 (b) The State, through the department of budget and  
21 finance, and the counties, through their respective departments  
22 of finance, shall pay to the fund a monthly contribution equal



1 to the amount established under chapter 89C or specified in the  
2 applicable public sector collective bargaining agreements,  
3 whichever is appropriate, for each of their respective employee-  
4 beneficiaries and employee-beneficiaries with dependent-  
5 beneficiaries, which shall be used toward the payment of costs  
6 of a health benefits plan; provided that:

7 (1) The monthly contribution shall be a specified dollar  
8 amount;

9 (2) The monthly contribution shall not exceed the actual  
10 cost of a health benefits plan;

11 (3) If both husband and wife, civil union partners, or  
12 reciprocal beneficiaries are employee-beneficiaries[7]  
13 subject to this section, the total contribution by the  
14 State or the county shall not exceed the monthly  
15 contribution for a family plan; [~~and~~]

16 (4) If an employee subject to this section is married to  
17 or a civil union partner or reciprocal beneficiary of  
18 an employee subject to section 87A-A, section 87A-B  
19 shall apply to them; and

20 [~~4~~] (5) If the State or any of the counties establish  
21 cafeteria plans in accordance with Title 26, United  
22 States Code section 125, the Internal Revenue Code of



1           1986, as amended, and [~~part II of chapter 78,~~] section  
2           78-30, the monthly contribution for those employee-  
3           beneficiaries who participate in a cafeteria plan  
4           shall be made through the cafeteria plan, and the  
5           payments made by the State or counties shall include  
6           their respective contributions to the fund and their  
7           employee-beneficiary's share of the cost of the  
8           employee-beneficiary's health benefits plan.

9           [~~(b)~~] (c) The State, through the department of budget and  
10          finance, and the counties, through their respective departments  
11          of finance, shall pay to the fund a monthly contribution equal  
12          to the amount established under chapter 89C or specified in the  
13          applicable public sector collective bargaining agreement,  
14          whichever is applicable, for each of their respective employees,  
15          to be used toward the payment of group life insurance benefits  
16          for each employee."

17          SECTION 8. Section 87A-39, Hawaii Revised Statutes, is  
18          amended to read as follows:

19          "**[+]§87A-39[+]** **Reimbursement for state contributions.** (a)  
20          All state agencies having control of funds other than the  
21          general fund shall reimburse the State for contributions made by  
22          the State pursuant to [~~sections 87A-32, 87A-33, 87A-34, 87A-35,~~





1 ~~87A-36, and 87A-37]~~ this chapter on account of agency employees  
2 whose compensation is paid in whole or part from funds other  
3 than the general fund.

4 (b) All state and county agencies receiving federal funds,  
5 which may be expended for the purpose of replacing the  
6 contributions payable by the State to the fund, shall set aside  
7 a portion of the federal funds sufficient to reimburse the State  
8 for contributions made by the State pursuant to [~~sections 87A-~~  
9 ~~32, 87A-33, 87A-34, 87A-35, 87A-36, and 87A-37,~~] this chapter on  
10 account of the employees in the agencies whose compensation is  
11 paid in whole or part from federal funds."

12 SECTION 9. Section 89-2, Hawaii Revised Statutes, is  
13 amended as follows:

14 1. By amending the definition of "collective bargaining"  
15 to read:

16 ""Collective bargaining" means the performance of the  
17 mutual obligations of the public employer and an exclusive  
18 representative to meet at reasonable times, to confer and  
19 negotiate in good faith, and to execute a written agreement with  
20 respect to wages, hours, amounts of contributions by the State  
21 and counties to the Hawaii employer-union health benefits trust  
22 fund[7] for employees hired before July 1, 2014, and other terms



1 and conditions of employment, except that by any such obligation  
2 neither party shall be compelled to agree to a proposal or be  
3 required to make a concession. For the purposes of this  
4 definition, "wages" includes the number of incremental and  
5 longevity steps, the number of pay ranges, and the movement  
6 between steps within the pay range and between the pay ranges on  
7 a pay schedule under a collective bargaining agreement."

8 2. By amending the definition of "employee organization"  
9 to read:

10 ""Employee organization" means any organization of any kind  
11 in which public employees participate and which exists for the  
12 primary purpose of dealing with public employers concerning  
13 grievances, labor disputes, wages, hours, amounts of  
14 contributions by the State and counties to the Hawaii employer-  
15 union health benefits trust fund<sup>[7]</sup> for employees hired before  
16 July 1, 2014, and other terms and conditions of employment of  
17 public employees."

18 SECTION 10. Section 89-9, Hawaii Revised Statutes, is  
19 amended as follows:

20 1. By amending subsection (a) to read:

21 "(a) The employer and the exclusive representative shall  
22 meet at reasonable times, including meetings sufficiently in



1 advance of the February 1 impasse date under section 89-11, and  
2 shall negotiate in good faith with respect to wages, hours, the  
3 amounts of contributions by the State and respective counties to  
4 the Hawaii employer-union health benefits trust fund [~~to the~~  
5 ~~extent allowed in subsection (e),~~] for employees hired before  
6 July 1, 2014, and other terms and conditions of employment  
7 [~~which~~] that are subject to collective bargaining and [~~which~~]  
8 that are to be embodied in a written agreement as specified in  
9 section 89-10, but [~~such~~] the obligation does not compel either  
10 party to agree to a proposal or make a concession [~~;~~ ~~provided~~  
11 ~~that the parties may not negotiate with respect to cost items as~~  
12 ~~defined by section 89-2 for the biennium 1999 to 2001, and the~~  
13 ~~cost items of employees in bargaining units under section 89-6~~  
14 ~~in effect on June 30, 1999, shall remain in effect until July 1,~~  
15 ~~2001]."~~

16 .2. By amending subsections (d) and (e) to read:

17 "(d) Excluded from the subjects of negotiations are  
18 matters of classification, reclassification, benefits of [~~but~~  
19 ~~not~~] the Hawaii employer-union health benefits trust fund,  
20 contributions to the Hawaii employer-union health benefits trust  
21 fund [~~;~~] for employees hired after June 30, 2014, or retired  
22 employees, recruitment, examination, initial pricing, and



1 retirement benefits except as provided in section 88-8(h). The  
2 employer and the exclusive representative shall not agree to any  
3 proposal [~~which~~] that would be inconsistent with the merit  
4 principle or the principle of equal pay for equal work pursuant  
5 to section 76-1 or [~~which~~] that would interfere with the rights  
6 and obligations of a public employer to:

- 7 (1) Direct employees;
- 8 (2) Determine qualifications, standards for work, and the  
9 nature and contents of examinations;
- 10 (3) Hire, promote, transfer, assign, and retain employees  
11 in positions;
- 12 (4) Suspend, demote, discharge, or take other disciplinary  
13 action against employees for proper cause;
- 14 (5) Relieve an employee from duties because of lack of  
15 work or other legitimate reason;
- 16 (6) Maintain efficiency and productivity, including  
17 maximizing the use of advanced technology, in  
18 government operations;
- 19 (7) Determine methods, means, and personnel by which the  
20 employer's operations are to be conducted; and



1           (8) Take [~~such actions as~~] any action that may be  
2           necessary to carry out the missions of the employer in  
3           cases of emergencies.

4           This subsection shall not be used to invalidate provisions  
5 of collective bargaining agreements in effect on and after June  
6 30, 2007, and shall not preclude negotiations over the  
7 procedures and criteria on promotions, transfers, assignments,  
8 demotions, layoffs, suspensions, terminations, discharges, or  
9 other disciplinary actions as a permissive subject of bargaining  
10 during collective bargaining negotiations or negotiations over a  
11 memorandum of agreement, memorandum of understanding, or other  
12 supplemental agreement.

13           Violations of the procedures and criteria so negotiated may  
14 be subject to the grievance procedure in the collective  
15 bargaining agreement.

16           (e) Negotiations relating to contributions to the Hawaii  
17 employer-union health benefits trust fund authorized under this  
18 chapter shall be for the purpose of agreeing upon the amounts  
19 which the State and counties shall contribute under section 87-  
20 4, toward the payment of the costs for a health benefits plan,  
21 as defined in section 87-1(8), and group life insurance  
22 benefits, and the parties shall not be bound by the amounts



1 contributed under prior agreements; provided that section 89-11  
2 for the resolution of disputes by way of arbitration shall not  
3 be available to resolve impasses or disputes relating to the  
4 amounts the State and counties shall contribute to the Hawaii  
5 employer-union health benefits trust fund."

6 SECTION 11. Section 89-11, Hawaii Revised Statutes, is  
7 amended by amending subsection (g) to read as follows:

8 "(g) The decision of the arbitration panel shall be final  
9 and binding upon the parties on all provisions submitted to the  
10 arbitration panel. If the parties have reached agreement with  
11 respect to the amounts of contributions by the State and  
12 counties to the Hawaii employer-union health benefits trust fund  
13 for employees hired before July 1, 2014, by the tenth working  
14 day after the arbitration panel issues its decision, the final  
15 and binding agreement of the parties on all provisions shall  
16 consist of the panel's decision and the amounts of contributions  
17 agreed to by the parties. If the parties have not reached  
18 agreement with respect to the amounts of contributions by the  
19 State and counties to the Hawaii employer-union health benefits  
20 trust fund by the close of business on the tenth working day  
21 after the arbitration panel issues its decision, the parties  
22 shall have five days to submit their respective recommendations



1 for such contributions to the legislature, if it is in session,  
2 and if the legislature is not in session, the parties shall  
3 submit their respective recommendations for such contributions  
4 to the legislature during the next session of the legislature.  
5 In such event, the final and binding agreement of the parties on  
6 all provisions shall consist of the panel's decision and the  
7 amounts of contributions established by the legislature by  
8 enactment, after the legislature has considered the  
9 recommendations for such contributions by the parties. It is  
10 strictly understood that no member of a bargaining unit subject  
11 to this subsection shall be allowed to participate in a strike  
12 on the issue of the amounts of contributions by the State and  
13 counties to the Hawaii employer-union health benefits trust  
14 fund. The parties shall take whatever action is necessary to  
15 carry out and effectuate the final and binding agreement. The  
16 parties may, at any time and by mutual agreement, amend or  
17 modify the panel's decision.

18       Agreements reached pursuant to the decision of an  
19 arbitration panel and the amounts of contributions by the State  
20 and counties to the Hawaii employer-union health benefits trust  
21 fund, as provided herein, shall not be subject to ratification  
22 by the employees concerned. All items requiring any moneys for







# H.B. NO. 545

**Report Title:**

Hawaii Employer-Union Health Benefits Trust Fund; New State and County Employees

**Description:**

Sets statutorily the state or county monthly contributions for the health benefits plans of an employee who is first hired after 06/30/14 during the employee's active service. Provides for biennial adjustment of the contributions. Makes the state or county monthly contributions for the new employee nonnegotiable under collective bargaining. Makes a new employee ineligible for group life insurance benefits.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

