Highlights of Employee Benefits

Retirement
Medical
Leaves
Holidays
Other Benefits
University of Hawai‘i

- Founded in 1907
- College of Hawai‘i in 1911
- Established as the University of Hawai‘i on July 1, 1920
UH Organization

One system
- System level offices
- 10 campuses

Governed by Board of Regents (15)
- President
- Vice President
- Executives
Work Hours

- 7:45 a.m. to 4:30 p.m.

- 40-Hour Work Week

- Faculty
  - academic activities – instruction, research, public service, maintain office hours, counseling, etc.
Training Opportunities

- Seminars/Conferences
- Informational Sessions
- Staff Development/Training
Vacation Leave

- Earn 21 days per year
- After the first 42 days
  - Use 6 days per year
- May accumulate up to 720 hours
  (90 Days)
- 9-month employees do not earn vacation
- 11-month instructional faculty at 4 yr campuses do not earn vacation
Sick Leave

- Earn 21 days per year
- 9-month faculty
  - UH Mānoa, UH Hilo & UH West O‘ahu faculty earn 15.75 days (126 hours) of sick leave per year
  - Community College faculty earn 18 days of sick leave per year
- No limit
- Unused sick leave hours
  - Enhance retirement benefits
Family Leave

Federal: Family and Medical Leave Act (FMLA)

- Up to 12 weeks of unpaid leave
  - Birth of a child
  - Adoption or foster care
  - To care for a family member
  - Own serious health condition
  - Qualifying exigency in the Armed Forces
- May substitute vacation leave for unpaid leave
- May substitute sick or vacation leave for an employee’s own illness
- Up to 26 weeks of unpaid leave to care for a covered servicemember
Family Leave (Cont.)

State: Hawai‘i Medical Leave Law (HMLL)
- Up to 4 weeks of unpaid leave
  - Birth of a child
  - Adoption
  - To care for a family member
- May substitute paid leave (sick or vacation) for unpaid leave

No Stacking

Faculty members – up to 4 months of unpaid leave
- May substitute sick and vacation leave
Leave Share

Help ease the financial burden of fellow employees to recover from a serious personal illness or injury or to care for a family member who is incapable of self care due to a serious personal illness or injury.

Allows employees to donate/receive shared leave
- May donate vacation leave only
- Faculty earning only sick leave may donate sick leave

Lifetime Maximum:
- 12-Month employee 240 days / 120 days
- 9-Month employee 180 days / 90 days
Other Leaves

- Bereavement - death of an immediate family member
- Jury - summoned by the courts to serve
- Military – active military duty with orders (USERRA) Serviceman’s Act
- Sabbatical / Professional Improvement Leave
- Leave w/out Pay
- Victims Leave - Up to 30 calendar days of unpaid leave
Other Leaves

Administrative leave with pay:
- Parent Teacher Conference
- Foster Parent Leave
- Bone Marrow Testing
- Organ Donation Testing
- Blood Donation
- Bone Marrow Donor Leave
- Organ Donor Leave
- Disaster Relief Volunteer
On-line Leave System
www.hawaii.edu/ohr/leave
Hawai‘i State Holidays

- New Year’s
- Dr. Martin Luther King
- President’s Day
- Prince Jonah Kuhio
- Good Friday
- Memorial Day
- King Kamehameha Day
- Independence Day
- Statehood Day
- Labor Day
- Election (during an election year)
- Veteran’s Day
- Thanksgiving
- Christmas
Employees’ Retirement System (ERS)
Retirement Benefits

- Employee’s Retirement System (ERS) is a State agency
- The ERS is the official record keeper
- Governed by a Board of Trustees
Retirement Benefits

- Full-time or part-time (50% FTE or more) and more than 3 months duration
- Mandatory pre-tax contribution
- Pension – lifetime retirement benefit
- Post retirement increases
Employees’ Retirement System

ERS is a “Defined Benefit Plan”

- Benefit is based on your salary & years of service
- Guaranteed retirement income
- No investment risk to participants
- Post retirement increases
- Not dependant on the participant’s ability to save
  (mandatory contribution rate of 8% for hybrid plan members – membership date after 6/30/12)
- Tax deferred retirement savings

V.S. “Defined Contribution Plan”

- Benefit is based on the amount contributed (+/-)
  (Affected by how investments perform [gains/losses])
- Participants bear investment risk
- Often have choice of different types of investments
- Participants can choose how much they want to contribute
- Tax deferred retirement savings
Hybrid Plan – 2 Benefit Structures

New hires AFTER June 30, 2012
- Act 163 created a new benefit structure for all new hires and non-vested members.
- ERS to determine new membership date.

Returning members PRIOR July 1, 2012
- Returning vested members or members returning within 4 calendar years after the year you left service.
Important Terms

- **Full-Time Equivalent (FTE) Service**: Used in benefit formula (part-time service is converted into full-time equivalent service).

- **Credited (membership) service**: Used to determine retirement or benefit eligibility; 1 month of credited service for each month you are in-service for 15 calendar days.

- **Average Final Compensation (AFC)**: Average of 5 highest years of base pay earnings (membership date after 6/30/12).
Credited (Membership) Service

- Earned Membership Service
  - All service from current membership date to present

- Industrial Injury Leaves

- Professional Improvement / Educational Leave

- Acquired Service
  - Previous membership service
  - Military Service
## Overview

<table>
<thead>
<tr>
<th>Provisions</th>
<th>New Hires</th>
<th>Returning Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mandatory retirement</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>deductions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefit Formula</td>
<td>1.75%</td>
<td>2%</td>
</tr>
<tr>
<td>Vesting</td>
<td>10 years</td>
<td>5 years</td>
</tr>
</tbody>
</table>
## Overview

<table>
<thead>
<tr>
<th>Provisions</th>
<th>New Hires</th>
<th>Returning Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Retirement Age</strong></td>
<td>65</td>
<td>62</td>
</tr>
<tr>
<td><strong>Minimum Years of Service (YOS)</strong></td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td><strong>Retirement</strong></td>
<td>Age 60 with 30 YOS</td>
<td>Age 55 with 30 YOS</td>
</tr>
</tbody>
</table>
## Overview

<table>
<thead>
<tr>
<th>Provisions</th>
<th>New Hires</th>
<th>Returning Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Early Retirement Age</strong></td>
<td>55</td>
<td>55</td>
</tr>
<tr>
<td><strong>Minimum YOS</strong></td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td><strong>Age Reduction Penalty</strong></td>
<td>5% per yr under age 65</td>
<td>5% per yr under age 62</td>
</tr>
</tbody>
</table>
## Average Final Compensation (AFC)

<table>
<thead>
<tr>
<th>New Hires</th>
<th>Returning Members (after Jan 1, 1971)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Average salary earned during your 5 highest paid years, excluding overtime and differential pay.</strong></td>
<td><strong>Average salary earned during your 3 highest paid years, including overtime and differential pay.</strong></td>
</tr>
</tbody>
</table>
Unused Sick Leave Credit

You may be entitled to additional retirement service credits for unused sick leave if:

- You retire or leave government service in good standing and have a minimum 60 days of unused sick leave credit.

Calculation

- Unused sick leave hours/8 hours = Number of days/20 days per month = Number of months of additional service credit.
Hybrid Service Retirement Example

Multiplier x Years of Service x AFC

Age 60 with 30 years of Service

| New Hires | $1.75\% \times 30 \times $4,000 = $2100 |
Hybrid Beneficiary Designation

Important that beneficiary designation on ERS Form 1A (Designation of Beneficiary) be in order.

By law, the designation becomes null and void if:
- member’s marital status changes
- OR the designated beneficiary dies

If either event occurs and beneficiary information is not updated, law now enables the following to receive pension:
- surviving spouse
- reciprocal beneficiary

If there is no surviving spouse or reciprocal beneficiary
- dependent children under age 18 can receive the lump sum ordinary death pension without going through probate.
Contacting the ERS

HOURS  7:45 a.m.- 4:30 p.m. (Except Holidays)

Oahu:  City Financial Tower
       201 Merchant Street, Ste. 1400
       Validated Parking in the building

Ph. (808) 586-1735
Hawaiʻi Employer-Union Health Benefits Trust Fund (EUTF)
Health Benefits

- Medical
- Prescription Drug
- Dental
- Vision
- Chiropractic
- Life Insurance
Health Benefits

- Hawai‘i Employer-Union Health Benefits Trust Fund (EUTF) administers the health benefits
- The EUTF is a state agency
- Governed by a Board of Trustees
Health Benefits

- Full-time or part-time (50% FTE or more) and at least 3 months

- Must enroll within 30 days of hire

- Health insurance benefits after retirement
Eligibility

Employees and their:

- Spouse
- Dependent Children
  - Full-time student at an accredited college/university, age 19 but under 24, unmarried
    - Enrolled in Medical, Drug, Dental & Vision
  - Adult dependent children, age 19 but under 26
    - Enrolled in Medical & Drug plans only
- Civil Union Partner and children
- Domestic Partner and children
- Disabled Children (if disabled prior to age 19).
To Enroll

- Complete an EC-1 Form “Revised April 2013” and submit to your human resources representative.

- Check EUTF website for most updated revised version.
  - http://eutf.hawaii.gov
Effective Date of Coverage

You have a choice of effective date:

– Your date of hire.
– 1st day of the 1st pay period following your event.
– 1st day of the 2nd pay period following your event.
– This rule also applies to mid-year qualifying changes, including Reinstatement of Employment, Return from Leave of Absence (if not currently enrolled).

As a new hire, you are covered from the date you choose your plans to be effective.
Confirmation Notice

Once EUTF processes your enrollment or change, you will be mailed a confirmation notice.

If there are any data entry errors, complete page 2 of the confirmation notice and mail to EUTF within 10 calendar days.

Selections cannot be changed unless there is an EUTF error.
This Confirmation Notice details the enrollment activity you requested. Please carefully review its contents to make sure it does not contain any EUTF data entry errors. This Confirmation Notice may not be used to correct errors that you made on your enrollment form — only errors EUTF made in inputting the data you entered on your enrollment form. If you believe changes were made by EUTF in error, you must notify EUTF within the next 10 calendar days of the date of this notice by returning this notice. Keep a copy for your records.

If EUTF does not hear from you in writing within 10 calendar days of the date of this notice, the transaction requested will remain in effect as authorized and cannot be changed until the next Open Enrollment period, unless the change would be permitted as a qualifying life event under EUTF plan rules. Changes to your original selections are not permitted.

The EUTF received and processed this New Hire event on 09/01/2011.

**YOUR BENEFIT PLAN ENROLMENTS**
As of 09/01/2011

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Benefit Plan</th>
<th>Coverage Type</th>
<th>Effective Date</th>
<th>Pay Period Deduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUTF</td>
<td>Enroll</td>
<td>N/A</td>
<td>09/01/2011</td>
<td>$0.00</td>
</tr>
<tr>
<td>Medical</td>
<td>PPO HSAB,</td>
<td>Self</td>
<td>09/01/2011</td>
<td>$75.00</td>
</tr>
<tr>
<td></td>
<td>BSN Chico</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drug</td>
<td>InformedRx</td>
<td>Self</td>
<td>09/01/2011</td>
<td>$17.70</td>
</tr>
<tr>
<td>Dental</td>
<td>MHS</td>
<td>Self</td>
<td>09/01/2011</td>
<td>$8.06</td>
</tr>
<tr>
<td>Vision</td>
<td>VSP</td>
<td>Self</td>
<td>09/01/2011</td>
<td>$1.51</td>
</tr>
<tr>
<td>Life</td>
<td>Standard</td>
<td>Self</td>
<td>09/01/2011</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

Your Plan Total Pay Period Deduction: $103.27

**NOTE:** The Pay Period Deduction amount listed above does not reflect changes that may be made after July 1, 2011 as a result of collective bargaining.
Changes

Changes can be made when there is a Qualifying Event:

- Marriage, Divorce or Legal Separation
- Entry into a Domestic Partnership
- Loss of Coverage by Spouse/Domestic Partner
- Birth, Adoption or Placement of Adoption
- Death of Dependent
- Dependent Ineligible due to age
- Issuance of a Qualified Medical Support Order

Changes must be submitted within 30 days of event

Open Enrollment
Premiums and Employer Contributions

- Premium rates are set annually by the EUTF and the insurance carriers.

- Plans are single, 2-party or family.

- Office of Collective Bargaining and Employee Organizations (Unions) negotiate the contributions that the employer (State or County) will pay.
EUTF Open Enrollment

- Annual Open Enrollment

- April 7, 2014 – May 2, 2014

- Period to enroll and make changes

- Reference guide available online
# Health Benefits Info Sessions

## Schedule of Open Enrollment Informational Sessions for Active Employees

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Room</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apr 7</td>
<td>Windward</td>
<td>Windward Community College - Hale Akoakoa Room 103 &amp; 105</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 8</td>
<td>Maui</td>
<td>Maui War Memorial Gymnasium</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 9</td>
<td>Honolulu</td>
<td>Hawaii State Capitol - Auditorium</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 10</td>
<td>Honolulu</td>
<td>Aloha Stadium - Hospitality Room</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 11</td>
<td>Hilo</td>
<td>Aunty Sally Kaleohano’s Lu’au Hale</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 14</td>
<td>Kapolei</td>
<td>UH West O’ahu - Multi Purpose Room C208</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 15</td>
<td>Honolulu</td>
<td>Hawaii State Capitol - Auditorium</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 16</td>
<td>Kona</td>
<td>***West Hawai’i Civic Center - Community Meeting Hale, Bldg G</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 17</td>
<td>Kauai</td>
<td>Kauai War Memorial Convention Hall</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 21</td>
<td>Honolulu</td>
<td>Hawaii State Capitol - Auditorium</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 22</td>
<td>Honolulu</td>
<td>Aloha Stadium - Hospitality Room</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 23</td>
<td>Molokai</td>
<td>Maunaloa Elementary School - Cafeteria</td>
<td>1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 24</td>
<td>Honolulu</td>
<td>Mission Memorial - Auditorium</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 25</td>
<td>Kapolei</td>
<td>***UH West O’ahu – Room C225</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 28</td>
<td>Hilo</td>
<td>Aunty Sally Kaleohano’s Lu’au Hale</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 29</td>
<td>Maui</td>
<td>Maui War Memorial Gymnasium</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>Apr 30</td>
<td>Honolulu</td>
<td>UH Manoa- Kuykendall Auditorium</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>May 1</td>
<td>Kauai</td>
<td>Kauai War Memorial Convention Hall</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
<tr>
<td>May 2</td>
<td>Pearl City</td>
<td>***Leeward Community College - Room GT105</td>
<td>8:30a-10a, 10:30a-12p, 1p-2:30p, 3p-4:30p</td>
</tr>
</tbody>
</table>

*** Seating is limited and available on a first-come basis. Informational Session presentation to start promptly at the designated start time.
Contacting EUTF

Local telephone number: 808-586-7390 (Oahu)

Toll-Free: 1-800-295-0089

Email: eutf@hawaii.gov

Website: http://eutf.hawaii.gov

Location: 201 Merchant Street, Suite 1520
       City Financial Tower Building

Mailing Address: P.O. Box 2121
                Honolulu, HI 96805-2121
The State of Hawai‘i Workers’ Compensation law

- Work related injury or illness
- Medical treatment
- Wage loss benefits
- Permanent disability benefits
- Disfigurement
- Death benefits
Workers’ Compensation (Cont.)

An informational leaflet is included with your handouts that provides an overview of:

– what you need to do
– who you need to inform
– how to file a claim
– what you need to tell you medical provider when receiving treatment
– who you can obtain medical treatment from
– and the medical benefits that WC covers.
Temporary Disability Benefits

- Non-work related injury or illness
- Partial wage replacement program
- Mandatory 7-day waiting period before benefits begin
- May not be eligible if you have a balance of or have used 3 weeks of sick leave
Temporary Disability Benefits cont.

Eligibility criteria:

– The illness or injury is NOT work related
– Worked for at least 14 calendar weeks
– Remuneration for 20 or more hours in each of the 14 weeks
– Earned at least $400
– Totally disabled
– Leave without pay status
Pre-Tax Programs

- Premium Conversion Plan – pay for health plan premiums on a pre-tax basis
- Transportation Benefits Program
- IRC 457 – Deferred Compensation Plan: Island Savings Plan
- IRC 403(b)(7) – Tax Deferred Annuity: National Benefits Services
Premium Conversion Plan (PCP)

- A voluntary benefit plan
- Pre-taxed Insurance premiums
- Income taxes are calculated after health care contributions are deducted
- Within 90 days of hire to enroll
PCP Open Enrollment

- Annual Open Enrollment
- April 7, 2014 – May 2, 2014
- Period to enroll and make changes
- Flyer and poster available on OHR homepage
Transportation Benefits Program

Employees pay for transportation benefits on a pre-tax basis through payroll deduction – applicable to O‘ahu employees only

- Qualified Parking – campus parking permit
- Bus Pass – monthly bus pass – 60 days from date of hire to enroll
- Handi-Van – paratransit service
- vRide – ride share program
Bus Pass Open Enrollment

- May - June
- May cancel bus pass for summer
- Re-enroll for Fall Semester (e.g., August)
“Island Flex” – Flexible Spending Account

- Eligible medical and dependent care expenses with tax free money

- Set aside before tax dollars on a reimbursement basis

- Administered by Comprehensive Financial Planning, INC (CFP)

- Automatic payroll deduction
“Island Flex” – Flexible Spending Account

- Medical expenses – up to $2,400/plan year
  - $4,800 if both spouses work for the State

- Dependent care expenses – up to $5,000/plan year
  - Child under age 13
  - Can’t care for self
  - Listed on tax return

- Plan year July 1 – June 30

- Within 90 days of hire to enroll
Island Flex Open Enrollment

- Annual Open Enrollment
- March 10, 2014 – April 30, 2014
- Effective July 1, 2014 – June 30, 2015
- New - Carry-over $500
  – Medical Account Only
Island Flex Plan Contact Info

Comprehensive Financial Planning, Inc.

- Oʻahu: 596-7006
- Neighbor Islands: 1-877-550-5552 (toll free)
- E-mail: cfpii001@hawaii.rr.com
- Website: www.compfinplan.com
Supplemental Retirement Plans

- Island Savings (457) Deferred Compensation Plan
- UH 403(b) Tax Deferred Annuity
- Reduce current taxable income
- Automatic payroll deduction
  - Pre-tax dollars
Supplemental Retirement Plans

- Tax Deferred Growth
- Various distribution options
- Taxable upon distribution
457 - Deferred Compensation Plan and 403(b) - Tax Deferred Annuity

- Contribution limit is $17,500 in 2014

- Age 50+ additional $5,500 ($23,000)

- May participate in both programs
  - Contribution limits are not coordinated
457 - Deferred Compensation Plan

Known as the Island Savings Plan (ISP)

Plan sponsored by the State of Hawai‘i

Administered by Prudential Retirement

Board of Trustees oversee the ISP
457 - Deferred Compensation Plan – Enrollment

- Must be a member of the Employees Retirement System (ERS)
- Minimum deferral is $10/pay check
- To enroll contact Island Savings Plan
- Enroll at anytime
457 Info Session

General Information Session

Date: Tuesday, April 22, 2014

Time: 10:00 am – 11:30 am

Location: Various Location via HITS

Deadline to register: April 16, 2014
457 Contact Information

Island Savings Plan
1100 Alakea Street – Suite 1550
Honolulu, HI 96813
Telephone: 1-888-712-5642 - press 2

Service Representatives
1-888-712-5642 - press 1

Website: www.prudential.com/islandsavings
403(b) - Tax Deferred Annuity

- Known as Tax Deferred Annuity (TDA) or Tax Sheltered Annuity (TSA) plan
- Third-party administrator is National Benefit Services, LLC
- Enroll at anytime
403(b) – TDA Plan Enrollment

- Open to all employees
- Select Service Provider (list available at www.nbsbenefits.com/uh403(b))
- Contact a service provider or investment advisor to open an account
403(b) Info Session
General Information Session

Date: Tuesday, April 29, 2014

Time: 1:30 pm – 3:30 pm

Location: Various Location via HITS

Deadline to register: April 24, 2014
403(b) Contact Information

National Benefit Services, LLC
8523 South Redwood Road
West Jordan, UT 84088

Telephone: (800) 274-0503 ext. 240
Fax: (800) 597-8206

E-mail: uh403b@nbsbenefits.com

Website: www.nbsbenefits.com/uh403b
HI529 Hawaiʻi College Savings Program

- Administered by the State of Hawaiʻi Department of Budget and Finance
- Automatic payroll deduction
- After tax dollars
- Tax-deferred growth
- Qualified higher education expenses are both Hawaiʻi State and federal tax-free
Tuition Waiver

- Board of Regents employees and their spouses or domestic partners are eligible

- Civil Service employees are eligible

- 50% or more full time equivalent (FTE) and appointment exceed 3 months

- Up to 6 credits per semester

- Late registration
Tuition Waiver

- Taxability of tuition waivers
- Internal Revenue Code (IRC) Section 117
- OHR website
- Bursar’s Office website
  http://www.fmo.hawaii.edu/bursar/stafftuitionwaiver.html
Employee Assistance Program (EAP)

- Short-term professional counseling service
- Contract with WorkLife Hawaii
- Personal problems that affect job performance
- Self-referral or Supervisor referral
Employee Assistance Program (EAP)

- Confidential
- Up to 3 hours
- No cost
- Pay stub
Child Care Centers

Available at the following locations:

- Mānoa Campus
- Honolulu CC
- Leeward CC
- Kapiʻolani CC
- Kauaʻi CC
- Hawaiʻi CC

Cost: Dependent on family size and income
UH Faculty/Staff ID

Benefits

- Discounted tickets offered at the various campus theaters
- Warrior football season tickets
- Library services
- Discounts available for selected specials throughout the year at the UH Bookstores
- Debit Card at UH dining services locations
UH Federal Credit Union

- O‘ahu: 983-5500
- Neighbor Islands: toll-free at 1-800-927-3397
- www.uhfcu.com
Latest Information from the Office of Human Resources

2013-17 BU 01 and 2013-2015 BU 02, 03 & 04 Collective Bargaining Documents (07/25/13)

The following are documents related to the recent settlement of the 2013-2017 BU 01 United Public Workers and the 2013-2015 Hawai‘i Government Employees Association BU 02, 03 & 04 collective bargaining agreements. Links to the revised articles, interpretive guidance, Letter of Understanding and a Memoranda of Agreement are listed below. These documents may be used in concert with the 2007-2009 CBA as a reference for the 2013-2015 bargaining unit contract provisions.

- Link to Documents

Employees Retirement Service Holomua Newsletter (07/17/13)

- For active members - April/May/June 2013

EUTF Health Plans Open Enrollment Changes (06/27/13)

For employees that enrolled or made changes during the 2013 Hawai‘i Employer-Union Health Benefits Trust Fund (EUTF) open enrollment period and have not received a confirmation notice in the mail, please view the EUTF memo for instruction.

- EUTF Memo: 2013 Open Enrollment Changes

New Third Party Administrator for 457 Deferred Compensation Plan (08/26/13)

Effective July 29, 2013, Prudential Retirement Insurance and Annuity Company (Prudential Retirement) will be replacing ING as the new third party administrator for the State of Hawai‘i Deferred Compensation Plan (also known as Island Savings Plan or Plan). The Plan is a voluntary
Important Dates

- Island Flex Open Enrollment
  - March 10, 2014 – April 30, 2014

- EUTF Open Enrollment
  - April 7, 2014 – May 2, 2014

- Premium Conversion Plan (PCP) OE
  - April 7, 2014 – May 2, 2014

- Bus Pass Open Enrollment
  - May 2014 – June 2014
DISCLAIMER

This PowerPoint is not a legal document, binding agreement or contract. It does not supersede laws, rules, collective bargaining agreements, policies and procedures, or benefit plan documents pertaining to the various subject matters covered. Nothing in this presentation is intended to be a promise of employment or an unconditional right to receive all of the benefits described. Benefits vary by type of employment, appointment and collective bargaining agreement, and are subject to change.
Review the respective Collective Bargaining Agreement (CBA)

Primary contact is your College/School/Department Human Resources / Personnel Representative

Mahalo