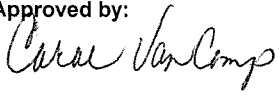
 <p>HAWAII HEALTH SYSTEMS CORPORATION <i>"Quality Healthcare For All"</i></p>	<p>Department:</p> <p>Human Resources</p>	<p>Policy No.:</p> <p>HR 0019A</p>
	<p>Issued by:</p> <p>Director of Human Resources</p>	<p>Revision No.:</p> <p>N/A</p>
<p>POLICY</p>	<p>Approved by:</p>  <p>HHSC Board of Directors By: Carol A. VanCamp Its: Secretary/Treasurer</p>	<p>Effective Date:</p> <p>June 20, 2013</p>
<p>Subject:</p> <p>Negotiation of Memorandums of Understanding and Supplemental Agreements on Subjects of Collective Bargaining</p>		<p>Supersedes Policy:</p> <p>NA</p>
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Reviewed: December 4, 2012; Next Review: December 4, 2015

- I. **Purpose:** The purpose of this policy is to maintain consistency and benefit to HHSC as a system, and to ensure compliance with applicable laws, in the exercise of authority to negotiate memorandums of understanding and supplemental agreements on items subject to collective bargaining.
- II. **Policy:** Hawaii Revised Statutes ("HRS") section 89-2 designates the Hawaii Health Systems corporate board as the "Employer" or "Public Employer" for purposes of collective bargaining. HRS section 89-8.5 provides that the "sole employer negotiator may negotiate with the exclusive representative of any appropriate bargaining unit and execute memorandums of understanding for employees under its control to alter any existing or new collective bargaining agreement on any item or items subject to section 89-9." In the exercise of this authority, it is the policy of HHSC that HHSC and the regional boards shall not enter into agreements that: (1) detrimentally impact any other region or HHSC as a system; (2) are inconsistent with existing corporate-wide policies; and (3) do not conform with existing law, including, but not limited to HRS chapters 76 and 89. A procedure shall be established to ensure that all memorandums of understanding and supplemental agreements are reviewed by the corporate office prior to execution in order to implement this policy.
- III. **Applicability:** All HHSC facilities, HHSC staff, regional and corporate boards.
- IV. **References:** HRS Chapter 323F, HRS Chapter 89.