



## Memorandum

**Date:** Thursday, March 16, 2023

**To:** All Maui Health employees represented by UPW

**From:** Tara Cole, Director, Human Resources

**Subject:** **Contract Proposal Pay Provisions Follow-up**

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### **To: Our Maui Health UPW Represented Employees**

Regarding the contract proposal before you for ratification, the UPW has confirmed that in the first year, our offer includes an average 8.9% pay increase across all job classifications. The **lowest increase that any employee under this contract will receive in the first year is 6%, and the highest is 17.2%**, again based on job classification. Some roles will receive slightly less than the average, and others will receive more. The level of increase in all our negotiations is based on fairness: what each role pays in the market.

As we shared with you yesterday in our letter, the proposed agreement also includes additional across-the-board pay increases in the second and third years, along with evening and night shift pay increases.

Other parts of the proposal include:

- **Cash Bonus:** Every employee will receive a one-time cash bonus of **\$1,500** after ratification of this proposal.
- **Longevity Cash Payment:** On top of the \$1,500, to honor employees with many years of service our proposal includes an additional one-time payment, based on years of service: **\$500 for employees with 7-14 years of service and \$1,000 for employees with 15 or more.**
- **Working Condition Proposals:** The proposed contract also includes additional non-economic items addressing Flu Prevention, rotational Involuntary Overtime, and participation in the Labor/Management Committee.

We hope this information is helpful as you consider our offer, and cast your vote on ratification.