



November 5, 2012

Aloha Employees:

This letter is for eligible University of Hawai'i employees who will receive a check on November 5, 2012 for the reimbursement of State of Hawai'i Employer-Union Trust Fund (EUTF) premiums as a result of the implementation of the memorandum of agreement and memorandum of understanding between the State, the University, and the respective unions. Eligible employees are members of the Hawai'i Government Employees Association bargaining units 2, 3, 4, and 8, faculty members of the University of Hawai'i Professional Assembly bargaining unit 7, executive/managerial employees, graduate assistants, and other excluded union counterparts.

As a result of these memoranda, current and former employees who were enrolled in any EUTF plan (i.e., medical, drug, dental and vision) during the period July 1, 2011 through November 30, 2011, will receive an increase in the employers' share of EUTF premiums up to a maximum of four (4) months. The State of Hawai'i will issue a reimbursement check for the difference in the employees' share and what the employee already paid. Additional information regarding the reimbursement including an Employee Questions and Answers reference document and a comparison chart of the monthly premium difference for the various EUTF plans are available at the OHR homepage: <http://www.hawaii.edu/ohr/>.

For employees paying premiums on a pre-tax basis and participating in the Premium Conversion Plan (PCP), taxes will be deducted on the refunded amount and reported on the 2012 Form W-2 Wage and Tax statement. For employees paying premiums on an after-tax basis and not participating in PCP, there are no tax deductions as the health plan premiums were paid with after-tax money.

Should you have questions, please contact your human resources representative or the Office of Human Resources (956-8643 or email [uh-benefits-l@lists.hawaii.edu](mailto:uh-benefits-l@lists.hawaii.edu)).

Sincerely,

Handwritten signature of Debra Ann C. Ishii.

Debra Ann C. Ishii  
System Director of Human Resources