

This is a package proposal with the following Union counter proposals: TITLES & CLASSIFICATIONS (8.24.26), WORKLOADS (8.24.26), ACADEMIC PROMOTIONS (8.24.26), and PROFESSIONAL STANDING (8.24.26).

APPENDIX X. IMPLEMENTATION

Section A. Professional Staff

Upon ratification, all current staff Employees shall be reclassified to the equivalent position under this contract.

Section B. Research Employees

1. Upon ratification, all current research Employees shall be reclassified to the equivalent position under this contract.
2. Postdoctoral Researchers who would otherwise be eligible for promotion to the rank of Research Associate shall immediately be eligible for promotion to the rank of Senior Postdoctoral Researcher.
3. Research Scientists who would be eligible for promotion to the rank of Senior Research Scientist under status quo procedures shall immediately be eligible for the same promotion under this contract.
4. HMS Research Associates shall be appointed to Research Scientist, Senior Research Scientist, Postbaccalaureate Researcher, or another appropriate Professional Staff Position.

Section C. Instructional Employees

1. Within thirty (30) days of ratification, current Instructional Employees shall be reclassified to the HAW positions most closely corresponding to their current role, in accordance with the following (in all cases “Current” refers to AY26–27):
 - Current Lecturers who fulfill ongoing teaching needs (including all Lecturers in History and Literature and Social Studies) shall be reclassified to Lecturer CH I.
 - Current Lecturers who fulfill short term teaching needs shall be reclassified to Annual Lecturer CH.

APPENDIX X. IMPLEMENTATION
HAW-UAW Package Proposal August 24, 2026

- Current Preceptors in Expository Writing and Social Studies shall be reclassified to Lecturer CH I.
 - Other current Preceptors who regularly serve as course heads shall be reclassified as Lecturer CH I.
 - Other current Preceptors who do not regularly serve as course heads shall be reclassified as Lecturer SL I.
2. Upon reclassification, Instructional Employees shall carry forward the duration of the ongoing (AY26–27) appointments, which will override the term limits of their new classification as outlined in this Agreement, unless the new classification would confer a longer appointment. For example,
- An AY26–27 Preceptor in their first or second year of a five-year appointment will serve as a Lecturer I for more than three years before being considered for promotion to Lecturer II;
 - An AY26–27 College Fellow in their first year will be extended for 2–4 additional years; an AY26–27 College Fellow in their second year will be extended for 1–3 additional years.
3. In order to allow for implementation of new evaluation schemes under this Agreement and fair consideration for promotion, appointments of Employees reclassified as career-track Lecturers shall be adjusted in the following manner:
- Lecturers I who were previously appointed on an annual basis shall have their appointments extended by two years.
 - Lecturers I in the final year of a multiyear appointment, upon ratification, shall have their appointments extended by two years.
 - Lecturers I in the penultimate year of a multiyear appointment, upon ratification, shall have their appointments extended by one year.
4. The National Labor Relations Board certification includes the positions of “Directors” and “Assistant Directors.” At the time of the negotiations of this Agreement, the parties were unclear as to which particular positions were embraced by these terms, although the parties do agree that terms “Director” and “Assistant Director” were limited, generally, to “academic” positions and not those directed towards other operational activities of the University. The parties have been meeting to discuss such positions and determine which ones belong in the bargaining unit and which do not.