
SENATE CONCURRENT RESOLUTION

REQUESTING THE LEGISLATIVE REFERENCE BUREAU TO CONDUCT A STUDY
TO RECOMMEND A STATUTORY DEFINITION FOR "UNDEREMPLOYMENT."

1 WHEREAS, the Hawaii Revised Statutes does not have a
2 definition for "underemployment"; and
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4 WHEREAS, there are no county ordinances or no
5 administrative rules, and have been no measures introduced in
6 the past few years, defining "underemployment"; and
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8 WHEREAS, despite extensive use of the term in economic
9 studies and government reports, including the Hawaii Workforce
10 Development Council's 2005 Report to the Governor on the Year
11 Four Implementation of the Workforce Investment Act (2005
12 Report) and the Department of Labor and Industrial Relation's
13 "Workforce Investment Act Asian Pacific Islander Earmark Grant,"
14 the term remains vague and broad; and
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16 WHEREAS, the term is used extensively by the Department of
17 Labor and Industrial Relations in workforce development programs
18 and issues; and
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20 WHEREAS, the 2005 Report, as well as previous reports over
21 the years, includes a definition of underemployed as the state
22 of "an individual who is working part-time but desires full-time
23 employment, or an individual whose employment is not
24 commensurate with the individual's demonstrated level of
25 educational attainment"; and
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27 WHEREAS, having a definition for this term could also be
28 useful for purposes of calculating the amount of child support
29 payments due from a parent who may not be fully employed or is
30 otherwise considered to be below full earnings capacity; and
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32 WHEREAS, unofficial estimates from the U.S. Bureau of Labor
33 Statistics report over 24,000 underemployed individuals in the
34 State of Hawaii; and
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1 WHEREAS, a statutory definition of the term would be of
2 immense help to monitor Hawaii's true economic condition and
3 labor productivity, which would enable elected officials and
4 executive branch administrators to make more informed and
5 educated decisions affecting the livelihood of the people of
6 Hawaii; and
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8 WHEREAS, a search of other state laws indicated that the
9 following states have statutory definitions of underemployment:
10 California, Connecticut, Indiana, Michigan, Minnesota, and
11 Pennsylvania, which could serve as possible models for Hawaii;
12 now, therefore,
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14 BE IT RESOLVED by the Senate of the Twenty-third
15 Legislature of the State of Hawaii, Regular Session of 2006, the
16 House of Representatives concurring, that the Legislative
17 Reference Bureau is requested to conduct a study to recommend a
18 definition for "underemployment" in the various contexts in
19 which it is used in state and county governments; and
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21 BE IT FURTHER RESOLVED that the study include a review of
22 other state and federal laws; and
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24 BE IT FURTHER RESOLVED that the Legislative Reference
25 Bureau is requested to consult with the Department of Labor and
26 Industrial Relations, the Hawaii Workforce Development Council,
27 the Department of Business, Economic Development, and Tourism,
28 the Child Support Enforcement Agency, appropriate county
29 agencies, appropriate federal agencies, the U.S. Census Bureau,
30 major labor unions, and major employer associations; and
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32 BE IT FURTHER RESOLVED that the Legislative Reference
33 Bureau is requested to report findings and recommendations,
34 including proposed legislation, to the Legislature no later than
35 twenty days prior to the convening of the Regular Session of
36 2007; and
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38 BE IT FURTHER RESOLVED that certified copies of this
39 Concurrent Resolution be transmitted to the Governor, Acting
40 Director of the Legislative Reference Bureau, the Director of
41 Labor and Industrial Relations, the Chairperson of the Hawaii
42 Workforce Development Council, the Administrator of the Child
43 Support Enforcement Agency, the Director of Business, Economic



1 Development, and Tourism, the Mayor and Council Chair of each
2 county, and members of Hawaii's congressional delegation.
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