



GOV. MSG. NO. 1170

EXECUTIVE CHAMBERS  
HONOLULU

NEIL ABERCROMBIE  
GOVERNOR

April 30, 2013

The Honorable Donna Mercado Kim,  
President  
and Members of the Senate  
Twenty-Seventh State Legislature  
State Capitol, Room 409  
Honolulu, Hawaii 96813

The Honorable Joseph M. Souki,  
Speaker and Members of the  
House of Representatives  
Twenty-Seventh State Legislature  
State Capitol, Room 431  
Honolulu, Hawaii 96813

Dear President Kim, Speaker Souki, and Members of the Legislature:

This is to inform you that on April 30, 2013, the following bill was signed into law:

SB332 SD1 HD2

RELATING TO WAGES  
**ACT 070 (13)**

*Aloha*  
Sincerely,  
*Neil Abercrombie*

NEIL ABERCROMBIE  
Governor, State of Hawaii

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# A BILL FOR AN ACT

RELATING TO WAGES.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1 SECTION 1. The purpose of this Act is to protect employees  
2 in this State by requiring employers to keep accurate records of  
3 employees' rates of pay and provide employees with specific wage  
4 information on pay statements.

5 SECTION 2. Section 387-6, Hawaii Revised Statutes, is  
6 amended as follows:

7 1. By amending subsection (a) to read:

8 "(a) Every employer shall keep in or about the premises  
9 wherein any employee is employed a contemporaneous, true, and  
10 accurate record of ~~[the]~~:

11 (1) The name, address, and occupation of each ~~[such]~~  
12 employee~~[, of the]~~;

13 (2) The amount paid each pay period to each ~~[such]~~  
14 employee~~[, of the]~~;

15 (3) The hours worked each day and each workweek by each  
16 ~~[such]~~ employee~~[, and of such]~~;

17 (4) The rate or rates of pay of each employee and basis  
18 thereof, whether paid by the hour, shift, day, week,



1 salary, piece, commission, or other basis; gross  
2 wages; deductions; allowances, if any, claimed as part  
3 of the minimum wage; and net wages; and

4 (5) Any other information and for [~~such~~] the periods of  
5 time as the director [~~of labor and industrial~~  
6 ~~relations~~] may by [~~regulation~~] rule prescribe.

7 The director or the director's authorized representative  
8 shall for the purpose of examination have access to and the  
9 right to copy [~~from such~~] the records. Every employer shall  
10 furnish to the director or the director's authorized  
11 representative [~~such~~] any information relating to the employment  
12 of workers and in [~~such~~] any manner as the director may  
13 prescribe."

14 2. By amending subsection (c) to read:

15 "(c) Every employer shall furnish each employee at every  
16 pay period a legible printed, typewritten, or handwritten  
17 [~~notice~~] record showing the [~~employee's-~~] following:

18 (1) The name of the employee;

19 (2) The name of the employer;

20 (3) The address and telephone number of the employer;

21 [~~(1) Total~~] (4) The employee's total hours worked;



- 1        [~~(2)~~ Overtime] (5) The employee's regular and overtime
- 2                    hours;
- 3        [~~(3)~~ Straight-time] (6) The employee's straight-time
- 4                    compensation;
- 5        [~~(4)~~ Overtime] (7) The employee's overtime compensation;
- 6        [~~(5)~~ Other] (8) Any other compensation[+], including
- 7                    allowances, if any, claimed as part of the minimum
- 8                    wage;
- 9        [~~(6)~~ Total] (9) The employee's total gross compensation;
- 10       [~~(7)~~ Amount] (10) The amount and purpose of each
- 11                    deduction;
- 12       [~~(8)~~ Total] (11) The employee's total net compensation;
- 13       [~~(9)~~ Date] (12) The date of payment; [and
- 14       [~~(10)~~ Pay] (13) The pay period covered; and
- 15       (14) The rate or rates of pay and basis thereof, whether
- 16                    paid by the hour, shift, day, week, salary, piece,
- 17                    commission, or other basis, including overtime rate or
- 18                    rates of pay. For employees paid a piece rate, the
- 19                    record shall indicate the applicable piece rate or
- 20                    rates of pay, and the number of pieces completed at
- 21                    each piece rate;



1 provided that in lieu of the printed, typewritten, or  
2 handwritten [~~notice~~] record required by this subsection and upon  
3 receipt of written authorization from the employee, the employer  
4 may provide an electronic [~~notice~~] record that may be  
5 electronically accessed by the employee."

6 SECTION 3. Statutory material to be repealed is bracketed  
7 and stricken. New statutory material is underscored.

8 SECTION 4. This Act shall take effect on January 1, 2014.

APPROVED this 30 day of APR, 2013



GOVERNOR OF THE STATE OF HAWAII