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## A BILL FOR AN ACT

RELATING TO EMPLOYMENT.

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

1           SECTION 1. Act 6, Session Laws of Hawaii 2012, is amended  
2 by amending sections 1 and 2 to read as follows:

3           "SECTION 1. Section 383-22, Hawaii Revised Statutes, is  
4 amended by amending subsection (b) to read as follows:

5           "(b) In the case of an individual whose benefit year  
6 begins after January 4, 1992, the individual's weekly benefit  
7 amount shall be, except as otherwise provided in this section,  
8 an amount equal to one twenty-first of the individual's total  
9 wages for insured work paid during the calendar quarter of the  
10 individual's base period in which such total wages were highest.  
11 The weekly benefit amount, if not a multiple of \$1, shall be  
12 computed to the next higher multiple of \$1. If an individual's  
13 weekly benefit amount is less than \$5, it shall be \$5. The  
14 maximum weekly benefit amount shall be determined annually as  
15 follows: On or before November 30 of each year the total  
16 remuneration paid by employers, as reported on contribution  
17 reports submitted on or before such date, with respect to all  
18 employment during the four consecutive calendar quarters ending



1 on June 30 of the year shall be divided by the average monthly  
2 number of individuals performing services in the employment  
3 during the same four calendar quarters as reported on the  
4 contribution reports. The amount thus obtained shall be divided  
5 by fifty-two and the average weekly wage (rounded to the nearest  
6 cent) thus determined. For benefit years beginning January 1,  
7 1992, but prior to January 1, 2008, and beginning again on  
8 January 1, 2012, but prior to April 1, 2012, then beginning  
9 again on January 1, [~~2013,~~] 2014, seventy per cent of the  
10 average weekly wage shall constitute the maximum weekly benefit  
11 amount and shall apply to all claims for benefits filed by an  
12 individual qualifying for payment at the maximum weekly benefit  
13 amount in the benefit year commencing on or after the first day  
14 of the calendar year immediately following the determination of  
15 the maximum weekly benefit amount. For benefit years beginning  
16 January 1, 2008, and ending December 31, 2011, and beginning  
17 again on April 1, 2012, and ending December 31, [~~2012,~~] 2013,  
18 seventy-five per cent of the average weekly wage shall  
19 constitute the maximum weekly benefit amount and shall apply to  
20 all claims for benefits filed by an individual qualifying for  
21 payment at the maximum weekly benefit amount in the benefit year  
22 commencing on or after the first day of the calendar year



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1 immediately following the determination of the maximum weekly  
 2 benefit amount. The maximum weekly benefit amount, if not a  
 3 multiple of \$1, shall be computed to the next higher multiple of  
 4 \$1.

5				
6	(Column A)	(Column B)	(Column C)	(Column D)
7	High	Basic	Minimum	Maximum
8	Quarter	Weekly	Qualifying	Total Benefits
9	Wages	Benefit	Wages	in Benefit Year
10				
11	\$ 37.50 - 125.00	\$ 5.00	\$ 150.00	\$ 130.00
12	125.01 - 150.00	6.00	180.00	156.00
13	150.01 - 175.00	7.00	210.00	182.00
14	175.01 - 200.00	8.00	240.00	208.00
15	200.01 - 225.00	9.00	270.00	234.00
16	225.01 - 250.00	10.00	300.00	260.00
17	250.01 - 275.00	11.00	330.00	286.00
18	275.01 - 300.00	12.00	360.00	312.00
19	300.01 - 325.00	13.00	390.00	338.00
20	325.01 - 350.00	14.00	420.00	364.00
21	350.01 - 375.00	15.00	450.00	390.00
22	375.01 - 400.00	16.00	480.00	416.00
23	400.01 - 425.00	17.00	510.00	442.00
24	425.01 - 450.00	18.00	540.00	468.00
25	450.01 - 475.00	19.00	570.00	494.00
26	475.01 - 500.00	20.00	600.00	520.00
27	500.01 - 525.00	21.00	630.00	546.00
28	525.01 - 550.00	22.00	660.00	572.00
29	550.01 - 575.00	23.00	690.00	598.00
30	575.01 - 600.00	24.00	720.00	624.00
31	600.01 - 625.00	25.00	750.00	650.00
32	625.01 - 650.00	26.00	780.00	676.00
33	650.01 - 675.00	27.00	810.00	702.00
34	675.01 - 700.00	28.00	840.00	728.00
35	700.01 - 725.00	29.00	870.00	754.00
36	725.01 - 750.00	30.00	900.00	780.00
37	750.01 - 775.00	31.00	930.00	806.00
38	775.01 - 800.00	32.00	960.00	832.00



1	800.01 - 825.00	33.00	990.00	858.00
2	825.01 - 850.00	34.00	1020.00	884.00
3	850.01 - 875.00	35.00	1050.00	910.00
4	875.01 - 900.00	36.00	1080.00	936.00
5	900.01 - 925.00	37.00	1110.00	962.00
6	925.01 - 950.00	38.00	1140.00	988.00
7	950.01 - 975.00	39.00	1170.00	1014.00
8	975.01 -1000.00	40.00	1200.00	1040.00
9	1000.01 -1025.00	41.00	1230.00	1066.00
10	1025.01 -1050.00	42.00	1260.00	1092.00
11	1050.01 -1075.00	43.00	1290.00	1118.00
12	1075.01 -1100.00	44.00	1320.00	1144.00
13	1100.01 -1125.00	45.00	1350.00	1170.00
14	1125.01 -1150.00	46.00	1380.00	1196.00
15	1150.01 -1175.00	47.00	1410.00	1222.00
16	1175.01 -1200.00	48.00	1440.00	1248.00
17	1200.01 -1225.00	49.00	1470.00	1274.00
18	1225.01 -1250.00	50.00	1500.00	1300.00
19	1250.01 -1275.00	51.00	1530.00	1326.00
20	1275.01 -1300.00	52.00	1560.00	1352.00
21	1300.01 -1325.00	53.00	1590.00	1378.00
22	1325.01 -1350.00	54.00	1620.00	1404.00
23	1350.01 and over	55.00	1650.00	1430.00."
24				

25 SECTION 2. Section 383-68, Hawaii Revised Statutes, is

26 amended by amending subsection (c) to read as follows:

27 "(c) Effective with calendar year 1992 and thereafter,  
 28 before December 31 of the previous year the contribution rate  
 29 schedule for the following calendar year shall be determined on  
 30 the basis of the relationship between the most recent current  
 31 reserve fund and the most recent adequate reserve fund, in  
 32 accordance with this subsection and subsection (d).



- 1           (1) Whenever the ratio of the current reserve fund to the  
2           adequate reserve fund is greater than 1.69,  
3           contribution rate schedule A shall apply.
- 4           (2) Whenever the ratio of the current reserve fund to the  
5           adequate reserve fund is 1.3 to 1.69, contribution  
6           rate schedule B shall apply.
- 7           (3) Whenever the ratio of the current reserve fund to the  
8           adequate reserve fund is 1.0 to 1.29, contribution  
9           rate schedule C shall apply.
- 10          (4) Whenever the ratio of the current reserve fund to the  
11          adequate reserve fund is .80 to .99, contribution rate  
12          schedule D shall apply.
- 13          (5) Whenever the ratio of the current reserve fund to the  
14          adequate reserve fund is .60 to .79, contribution rate  
15          schedule E shall apply.
- 16          (6) Whenever the ratio of the current reserve fund to the  
17          adequate reserve fund is .40 to .59, contribution rate  
18          schedule F shall apply.
- 19          (7) Whenever the ratio of the current reserve fund to the  
20          adequate reserve fund is .20 to .39, contribution rate  
21          schedule G shall apply.



1 (8) Whenever the ratio of the current reserve fund to the  
2 adequate reserve fund is less than .20, contribution  
3 rate schedule H shall apply.

4 Notwithstanding the ratio of the current reserve fund to  
5 the adequate reserve fund, contribution rate schedule D shall  
6 apply for calendar year 2010 and contribution rate schedule F  
7 shall apply for calendar years 2011 [~~and~~], 2012[-], and 2013.""

8 SECTION 2. Section 387-2, Hawaii Revised Statutes, is  
9 amended to read as follows:

10 "**§387-2 Minimum wages.** Except as provided in section  
11 387-9 and this section, every employer shall pay to each  
12 employee employed by the employer, wages at the rate of not less  
13 than:

- 14 [~~(1)~~ ~~\$6.25 per hour beginning January 1, 2003;~~  
15 ~~(2)~~ ~~\$6.75 per hour beginning January 1, 2006; and~~  
16 ~~(3)]~~ (1) \$7.25 per hour beginning January 1, 2007[-];  
17 (2) \$8.00 per hour beginning January 1, 2014;  
18 (3) \$8.25 per hour beginning January 1, 2015; and  
19 (4) \$8.75 per hour beginning January 1, 2017.

20 The hourly wage of a tipped employee may be deemed to be  
21 increased on account of tips if the employee is paid not less  
22 than 25 cents below the applicable minimum wage by the





# H.B. NO. 1028

**Report Title:**

Employment Security; Weekly Benefit Amounts; Contribution Rate Schedules; Minimum Wages; Increases

**Description:**

Extends the maximum weekly benefit amount at 75% of the average weekly wage from 12/31/2012, to 12/31/2013. Sets, for calendar year 2013, the employer contribution rate at schedule F. Increases the hourly minimum wage to \$8 on 01/01/14, \$8.25 on 01/01/15, and \$8.75 on 01/01/17. Applies retroactively to 01/01/13.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

