
A BILL FOR AN ACT

RELATING TO EMPLOYMENT.

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

1 SECTION 1. Section 383-22, Hawaii Revised Statutes, is
2 amended by amending subsection (b) to read as follows:
3 "(b) In the case of an individual whose benefit year
4 begins after January 4, 1992, the individual's weekly benefit
5 amount shall be, except as otherwise provided in this section,
6 an amount equal to one twenty-first of the individual's total
7 wages for insured work paid during the calendar quarter of the
8 individual's base period in which such total wages were highest.
9 The weekly benefit amount, if not a multiple of \$1, shall be
10 computed to the next higher multiple of \$1. If an individual's
11 weekly benefit amount is less than \$5, it shall be \$5. The
12 maximum weekly benefit amount shall be determined annually as
13 follows: On or before November 30 of each year the total
14 remuneration paid by employers, as reported on contribution
15 reports submitted on or before such date, with respect to all
16 employment during the four consecutive calendar quarters ending
17 on June 30 of the year shall be divided by the average monthly
18 number of individuals performing services in the employment



1 during the same four calendar quarters as reported on the
2 contribution reports. The amount thus obtained shall be divided
3 by fifty-two and the average weekly wage (rounded to the nearest
4 cent) thus determined. For benefit years beginning January 1,
5 1992, but prior to January 1, 2008, and beginning again on
6 January 1, 2012, but prior to April 1, 2012, then beginning
7 again on January 1, [~~2013,~~] 2014, seventy per cent of the
8 average weekly wage shall constitute the maximum weekly benefit
9 amount and shall apply to all claims for benefits filed by an
10 individual qualifying for payment at the maximum weekly benefit
11 amount in the benefit year commencing on or after the first day
12 of the calendar year immediately following the determination of
13 the maximum weekly benefit amount. For benefit years beginning
14 January 1, 2008, and ending December 31, 2011, and beginning
15 again on April 1, 2012, and ending December 31, [~~2012,~~] 2013,
16 seventy-five per cent of the average weekly wage shall
17 constitute the maximum weekly benefit amount and shall apply to
18 all claims for benefits filed by an individual qualifying for
19 payment at the maximum weekly benefit amount in the benefit year
20 commencing on or after the first day of the calendar year
21 immediately following the determination of the maximum weekly
22 benefit amount. The maximum weekly benefit amount, if not a



1 multiple of \$1, shall be computed to the next higher multiple of
2 \$1.

	(Column A)	(Column B)	(Column C)	(Column D)
	High	Basic	Minimum	Maximum
	Quarter	Weekly	Qualifying	Total Benefits
	Wages	Benefit	Wages	in Benefit Year
3				
4				
5				
6				
7				
8	\$ 37.50 - 125.00	\$ 5.00	\$ 150.00	\$ 130.00
9	125.01 - 150.00	6.00	180.00	156.00
10	150.01 - 175.00	7.00	210.00	182.00
11	175.01 - 200.00	8.00	240.00	208.00
12	200.01 - 225.00	9.00	270.00	234.00
13	225.01 - 250.00	10.00	300.00	260.00
14	250.01 - 275.00	11.00	330.00	286.00
15	275.01 - 300.00	12.00	360.00	312.00
16	300.01 - 325.00	13.00	390.00	338.00
17	325.01 - 350.00	14.00	420.00	364.00
18	350.01 - 375.00	15.00	450.00	390.00
19	375.01 - 400.00	16.00	480.00	416.00
20	400.01 - 425.00	17.00	510.00	442.00
21	425.01 - 450.00	18.00	540.00	468.00
22	450.01 - 475.00	19.00	570.00	494.00
23	475.01 - 500.00	20.00	600.00	520.00
24	500.01 - 525.00	21.00	630.00	546.00
25	525.01 - 550.00	22.00	660.00	572.00
26	550.01 - 575.00	23.00	690.00	598.00
27	575.01 - 600.00	24.00	720.00	624.00
28	600.01 - 625.00	25.00	750.00	650.00
29	625.01 - 650.00	26.00	780.00	676.00
30	650.01 - 675.00	27.00	810.00	702.00
31	675.01 - 700.00	28.00	840.00	728.00
32	700.01 - 725.00	29.00	870.00	754.00
33	725.01 - 750.00	30.00	900.00	780.00
34	750.01 - 775.00	31.00	930.00	806.00
35	775.01 - 800.00	32.00	960.00	832.00
36	800.01 - 825.00	33.00	990.00	858.00
37	825.01 - 850.00	34.00	1020.00	884.00
38	850.01 - 875.00	35.00	1050.00	910.00
39	875.01 - 900.00	36.00	1080.00	936.00
40	900.01 - 925.00	37.00	1110.00	962.00
41	925.01 - 950.00	38.00	1140.00	988.00



1	950.01 - 975.00	39.00	1170.00	1014.00
2	975.01 -1000.00	40.00	1200.00	1040.00
3	1000.01 -1025.00	41.00	1230.00	1066.00
4	1025.01 -1050.00	42.00	1260.00	1092.00
5	1050.01 -1075.00	43.00	1290.00	1118.00
6	1075.01 -1100.00	44.00	1320.00	1144.00
7	1100.01 -1125.00	45.00	1350.00	1170.00
8	1125.01 -1150.00	46.00	1380.00	1196.00
9	1150.01 -1175.00	47.00	1410.00	1222.00
10	1175.01 -1200.00	48.00	1440.00	1248.00
11	1200.01 -1225.00	49.00	1470.00	1274.00
12	1225.01 -1250.00	50.00	1500.00	1300.00
13	1250.01 -1275.00	51.00	1530.00	1326.00
14	1275.01 -1300.00	52.00	1560.00	1352.00
15	1300.01 -1325.00	53.00	1590.00	1378.00
16	1325.01 -1350.00	54.00	1620.00	1404.00
17	1350.01 and over	55.00	1650.00	1430.00."

18 SECTION 2. Section 383-68, Hawaii Revised Statutes, is
 19 amended by amending subsection (c) to read as follows:

20 "(c) Effective with calendar year 1992 and thereafter,
 21 before December 31 of the previous year the contribution rate
 22 schedule for the following calendar year shall be determined on
 23 the basis of the relationship between the most recent current
 24 reserve fund and the most recent adequate reserve fund, in
 25 accordance with this subsection and subsection (d).

26 (1) Whenever the ratio of the current reserve fund to the
 27 adequate reserve fund is greater than 1.69,
 28 contribution rate schedule A shall apply.



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



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

5 SECTION 3. Section 383-70, Hawaii Revised Statutes, is
6 amended by amending subsection (a) to read as follows:

7 "(a) Contributions are hereby levied against employers as
8 provided in this chapter. Except as may be provided to the
9 contrary in accordance with such regulations as the department
10 of labor and industrial relations may prescribe, contributions
11 shall be paid quarterly on or before the last day of the month
12 succeeding the last month of each quarter[-]; provided that for
13 the first quarter of 2013, contributions shall be paid on or
14 before May 31, 2013."

15 SECTION 4. Section 387-2, Hawaii Revised Statutes, is
16 amended to read as follows:

17 "**§387-2 Minimum wages.** Except as provided in section
18 387-9 and this section, every employer shall pay to each
19 employee employed by the employer, wages at the rate of not less
20 than:

21 [~~(1) \$6.25 per hour beginning January 1, 2003,~~

22 ~~(2) \$6.75 per hour beginning January 1, 2006; and~~



- 1 ~~(3)]~~ (1) \$7.25 per hour beginning January 1, 2007~~[=]~~i;
- 2 (2) \$7.75 per hour beginning January 1, 2014;
- 3 (3) \$8.25 per hour beginning January 1, 2015;
- 4 (4) \$8.75 per hour beginning January 1, 2016; and
- 5 (5) \$9.00 per hour beginning January 1, 2017.

6 The hourly wage of a tipped employee may be deemed to be
7 increased on account of tips if the employee is paid not less
8 than 25 cents below the applicable minimum wage by the
9 employee's employer and the combined amount the employee
10 receives from the employee's employer and in tips is at least 50
11 cents more than the applicable minimum wage."

12 SECTION 5. Statutory material to be repealed is bracketed
13 and stricken. New statutory material is underscored.

14 SECTION 6. This Act shall take effect upon its approval
15 and shall apply retroactively to January 1, 2013.



Report Title:

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

Description:

Extends the calculation of the maximum weekly unemployment benefit amount at seventy-five percent of the average weekly wage to December 31, 2013. Retains, for calendar year 2013, the employer contribution rate for unemployment benefits at schedule F and extends the 2013 first quarter deadline for payment of employer contributions to May 31, 2013. Increases the hourly minimum wage to \$7.75 on January 1, 2014, \$8.25 on January 1, 2015, \$8.75 on January 1, 2016, and \$9.00 on January 1, 2017. Applies retroactively to January 1, 2013. (HB1028 HD2)

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

