
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 provide employees with
3 specific wage information on pay statements.

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

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

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

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

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

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

16 (4) The rate or rates of pay of each employee and basis
17 thereof, whether paid by the hour, shift, day, week,
18 salary, piece, commission, or other basis; gross



1 wages; deductions; allowances, if any, claimed as part
2 of the minimum wage; and net wages; and
3 (5) Any other information and for [~~such~~] the periods of
4 time as the director [~~of labor and industrial~~
5 relations] may by [~~regulation~~] rule prescribe.

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

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

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

17 (1) The name of the employee;

18 (2) The name of the employer;

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

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

21 [~~(2) Overtime~~] (5) The employee's regular and overtime
22 hours;



1 ~~[(3) Straight time]~~ (6) The employee's straight-time
2 compensation;

3 ~~[(4) Overtime]~~ (7) The employee's overtime compensation;

4 ~~[(5) Other]~~ (8) Any other compensation~~[+]~~, including
5 allowances, if any, claimed as part of the minimum
6 wage;

7 ~~[(6) Total]~~ (9) The employee's total gross compensation;

8 ~~[(7) Amount]~~ (10) The amount and purpose of each
9 deduction;

10 ~~[(8) Total]~~ (11) The employee's total net compensation;

11 ~~[(9) Date]~~ (12) The date of payment; ~~[and~~
12 ~~[(10) Pay]~~ (13) The pay period covered; and
13 (14) The rate or rates of pay and basis thereof, whether
14 paid by the hour, shift, day, week, salary, piece,
15 commission, or other basis, including overtime rate or
16 rates of pay. For employees paid a piece rate, the
17 record shall indicate the applicable piece rate or
18 rates of pay and the number of pieces completed at
19 each piece rate;

20 provided that in lieu of the printed, typewritten, or
21 handwritten ~~[notice]~~ record required by this subsection and upon
22 receipt of written authorization from the employee, the employer



1 may provide an electronic [~~notice~~] record that may be
2 electronically accessed by the employee."

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

5 SECTION 4. This Act shall take effect on July 1, 2113.



Report Title:

Wages; Payment of Compensation

Description:

Requires employers to provide employees with specific wage and employer information in employees' pay records; requires employers to maintain accurate and timely wage recordkeeping. Effective July 1, 2113. (SB332 HD1)

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

