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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           [~~(4) 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[~~7~~], 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.



**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 January 1, 2014. (SB332 HD2)

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

