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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 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~~] (4) [~~Total~~] The employee's total hours worked;
- 21            [~~+2~~] (5) [~~Overtime~~] The employee's regular and overtime  
 22            hours;



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

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

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

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

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

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

11       ~~[-(9)]~~ (12)    ~~[Date]~~ The date of payment; ~~[and]~~

12       ~~[-(10)]~~ (13)    ~~[Pay]~~ 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 January 1, 2014.

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**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 01/01/14. (Proposed SD1)

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

