

HB 917



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
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January 29, 2013

To: The Honorable Mark Nakashima, Chair,
The Honorable Mark Hashem, Vice Chair, and
Members of the House Committee on Labor & Public Employment; and

The Honorable Clift Tsuji, Chair,
The Honorable Gene Ward, Vice Chair, and
Members of the House Committee on Economic Development & Business

Date: Friday, February 1, 2013
Time: 8:00 a.m.
Place: Conference Room 309, State Capitol

From: Dwight Y. Takamine, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 0917 Relating to Wages

I. OVERVIEW OF PROPOSED LEGISLATION

H.B. No. 917 proposes to provide employees with increased wage and employer information on employees pay statements and in the record-keeping of employers.

The DLIR strongly supports this Administration measure that provides more substantial protection to employees in this State by requiring employers to provide employees with specific wage information on pay statements and maintain accurate records of compensation.

II. CURRENT LAW

The Wage and Hour Law requires the employer to provide basic pay information on an individual's pay statement.

III. COMMENTS ON THE HOUSE BILL

The proposal would increase the information that is required to be provided on pay statements of employees, which would give greater clarity and transparency to the employee on what he or she is being paid, at what rates and for how many hours. This would also make it easier for the employee to budget his or her finances in this time of economic hardship when keeping track of each dollar earned is essential. Similarly, employers would be required to maintain accurate records of the same information provided to the employee.

Further, if passed, the proposal would enhance the investigatory and enforcement capabilities of the Wage Standards Division, which would enable the department to be more efficient and effective in assisting members of the public in the recovery of unpaid wages.