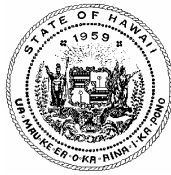


NEIL ABERCROMBIE
GOVERNOR



BARBARA A. KRIEG
DIRECTOR

LEILA A. KAGAWA
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

February 25, 2013

**TESTIMONY TO THE
COMMITTEE ON WAYS AND MEANS**

For Hearing on Tuesday, February 26, 2013
10:05 a.m., Conference Room 211

BY
BARBARA A. KRIEG, DIRECTOR

**Senate Bill No. 331, S.D. 1
Relating to Labor**

WRITTEN TESTIMONY ONLY

TO CHAIRPERSON DAVID IGE AND MEMBERS OF THE COMMITTEE:

The purpose of S. B. No. 331, S.D. 1 is to increase the minimum wage in Hawaii and tie future adjustments to the consumer price index for urban wage earners and clerical workers (CPI-W).

The Department of Human Resources Development offers these comments regarding this bill. The consumer price index is calculated by the United States (U.S.) Department of Labor by various geographical areas, for example, U.S. city average, region, metropolitan area, etc. We suggest that the bill specify which index will be used to calculate adjustments to future minimum wage increases.

Thank you for the opportunity to testify on this matter.



HAWAII STATE AFL-CIO

320 Ward Avenue, Suite 209 • Honolulu, Hawaii 96814

Randy Perreira
President

Telephone: (808) 597-1441
Fax: (808) 593-2149

The Twenty-Seventh Legislature, State of Hawaii
The Senate
Committee on Ways and Means

Testimony by
Hawaii State AFL-CIO
February 26, 2013

S.B. 331, SD1 – RELATING TO LABOR

The Hawaii State AFL-CIO strongly supports S.B. 331, SD1 which increases minimum wage to \$8.25 starting 07/01/13, \$8.75 starting 07/01/14, and \$9.25 starting 07/01/15 and ending 06/30/16 and authorizes the department of labor and industrial relations to adjust the minimum hourly wage thereafter in accordance with the consumer price index.

Hawaii's cost of living is the highest in the nation; however, Hawaii's minimum wage is still equal to the federal minimum wage of \$7.25 an hour. In fact, the last time Hawaii raised the minimum wage was six years ago in 2007 and if Hawaii's minimum wage had been indexed to the Consumer Price Index(CPI) the minimum wage in 2012 would have been \$8.35 and hour. Even states with a lower cost of living have increased their minimum wage while Hawaii has sat back. States such as California, Washington, Illinois, Oregon, and even Nevada all have a higher minimum wage than Hawaii. In fact, 19 states and the District of Columbia have a higher minimum wage than Hawaii and all of them have a lower cost of living. Additionally, Santa Fe has raised its minimum wage to \$10.29 an hour, and San Francisco has raised its minimum wage to \$10.55 an hour becoming the two highest mandatory minimum wages in the country. Even with the higher minimum wages, a number of studies have indicated San Francisco and Santa Fe's minimum wage hasn't had a negative affect on vital components of their economy, such as job creation and unemployment.

Moreover, the poverty line for a family of two in Hawaii as of 2012, is \$17,410 and is increased to \$21,960 for a family of three. A full-time minimum wage worker in Hawaii who works 40 hours a week for 52 weeks would earn \$58.00 a day, \$290.00 a week, and a disturbingly low \$15,080.00 a year. This, unfortunately for a family of two or more, is well below the poverty level. The truth is, over 17 percent or nearly 229,000 Hawaii residents live in poverty when calculating cost of living and regrettably, according to the National Low Income Housing Coalition, in no state can a minimum wage worker afford a two-bedroom unit at Fair Market Rent, working a standard 40 hour work week. In Hawaii, a minimum wage worker would need to work 175 hours a week to afford rent.

According to a report by the National Economic Council in 2000, increasing the minimum wage does not have a negative effect on employment. The National Economic Council states, "since the (national) minimum wage increase in 1966, the economy has created

more than 10 million jobs and the unemployment rate has fallen from 5.2 percent in September 1996 to 4.1 percent in February 2000, near its lowest level in thirty years. Labor market trends for workers most affected by the minimum wage increase-including younger workers, workers with lower educational levels, and minorities-also show no negative impact of the minimum wage on employment. Numerous careful economic studies, including ones by David Card and Alan Krueger, have shown that increasing the minimum wage has no negative effect on employment. Recent research has even suggested that higher wages can increase employment, because they increase employers' ability to attract, retain, and motivate workers. And they benefits workers by increasing the reward to work."

Furthermore, a more recent study conducted in 2010 by University of California, Berkeley, economics professor Michael Reich also concludes that the minimum wage does not lead to the short-or long-term loss of low-paying jobs. Professor Michael Reich proclaims "although increasing the minimum wage can stimulate the economy by putting more money in the pockets of those most likely to spend it on necessities, he said, suggestions to raise minimum wages typically trigger fears. These fears center around the idea that raising the minimum wage would force many employers to reduce job offerings to meet a more expensive payroll, or that a "tipping point" where the minimum wage becomes too high has already been reached."

It should also be noted that ten states, some of them conservative have increased their minimum wage this year. The ten states that saw an increase to the minimum wage include Washington, Arizona, Colorado, Florida, Missouri, Montana, Ohio, Oregon, Rhode Island, and Vermont. Even Mayor Bloomberg of New York endorsed a 2012 proposal to increase New York's minimum wage above the federal level of \$7.25 an hour proclaiming "the genius of the free markets is not always perfect."

In fact, some economists such as Paul Osterman, an economics professor at MIT maintain raising the minimum wage to get more cash to the working poor is just as crucial as creating a large number of low-wage positions. He asserts "gradually raising the federal minimum wage to something close to that level (\$10 an hour) over the next few years would be an important first step to helping the working poor climb out of poverty, while injecting more money into the economy."

We hope the legislature recognizes the importance of raising the minimum wage and we strongly urge the passage of S.B. 331, HD1.

Thank you for the opportunity to testify.

Respectfully Submitted,



Randy Perreira
President

Hawai'i Alliance for Retired Americans

An affiliate of the Alliance for Retired Americans
c/o HEA 1953 South Beretania St., Suite 5C - Honolulu, Hawaii 96826

AFT Hawaii Retirees
HGEA Retirees
HSTA – Retired
ILWU Retirees
Kokua Council
UPW Retirees
Hawaii Family Caregivers Coalition
Kupuna Education Center

(Submitted by email to: WAMTestimony@Capitol.hawaii.gov.)

Comments of Al Hamai in support of SB331, SD1 Relating to Labor

Senate Committee on Ways and Means

February 26, 2013, 10:05 a.m. Conference Room 211

Chair David Y. Ige and Members of the Committee,

HARA supports SB 331, SD1, which proposes to increase the minimum wage to \$8.25 on July 1, 2013, \$8.75 on July 1, 2014, and \$9.25 on January 1, 2016 and then to authorize the department of labor and industrial relations to adjust the minimum hourly wage thereafter in accordance with the consumer price index.

We believe in the dignity of all work. Workers now and in the future, earning the lowest wages need your help to live with greater dignity and hope.

Nationally, President Obama proposed the increase in the minimum wage to \$9.00 by the end of 2015. The New York Times in its editorial, "From the Bottom Up" on February 17 supported the proposal and pointed out among other facts:

"Over all, the argument that a higher wage will kill jobs has been debunked by a [range of studies](#) showing that a higher minimum wage boosts pay without measurably reducing employment, while improving productivity. One [study](#) from the Federal Reserve Bank of Chicago found that a \$1 increase in the minimum wage results, on average, in \$2,800 in new spending by affected households in the following year, in large part because the increase helps workers accumulate down payments to buy cars. Owning a car, in turn, helps workers to keep their jobs."

We urge your Committee to approve SB331, SD1. Mahalo and Aloha.

HARA is a strong voice for Hawaii's retirees and seniors; a diverse community-based organization with national roots; a grassroots organizer, educator, and communicator; and a trusted source of information for decision-makers.



American Income Life Insurance Company

Daryl Barnett
Director, Labor Relations

**The Senate
Committee on Ways and Means
The Twenty-Seventh Legislature
State of Hawaii**

Mr. Chairman, Members of the committee, thank you for providing American Income Life Insurance Company with the opportunity to comment on H.B. 1028, "Minimum Wage: Employment".

Between American Income life Insurance Company (AIL), and National Income Life Insurance Company (NILCO), and Union Heritage Life Insurance, we are licensed in four countries, the United States of America, New Zealand, Ireland and Canada. We currently have over 4000 unionized representatives and employees internationally, which includes our representatives in the state of Hawaii. Our headquarters for the company is located in the United States of America.

In the State of Hawaii, American Income Life (AIL) has offices with approximately 80 representatives and employees of AIL all who work on all Islands. As a company, we are pleased to be able to provide career opportunities to local residents. As a company we contribute to the State of Hawaii and the community through the payment of taxes. We are a community minded organization, and contribute to many activities in the community.

Today more than ever, we need to protect workers as well as the long-term economic interest of American business. It is only logical for businesses to support policies that create a robust middle class, spur economic growth, and create shared prosperity. This type of legislative amendment is good for workers, and ultimately, that is good for our economy.

Raising the minimum wage is good for Hawaiian families; in particular raising the minimum wage would be benefit women as they are amongst the lowest paid. We submit that raising the minimum wage is a family friendly policy. We also submit, minimum wage would enable families the ability to make choices.

Working families would be able to participate more readily in community activities, they no longer would have to work three and four jobs in order to have sufficient income for a family. As a result of payroll increases income tax revenues would rise and this in turn would drive down the federal deficit.

Raising minimum wage is good for the Hawaii's economy it provides workers with money, which will be used to purchase goods and invest in local products. We believe that increasing minimum wage is not only good for families but is good for the state of Hawaii. State benefits would cost less and there would be less need for income support.

Some employers may argue that raising the minimum wage is bad for business; we disagree.

At American Income Life, our perspective and experience lead us to a different reaction. When workers make a decent wage, they become a better customer. When we have a larger base of customers who can afford our insurance, we prosper and grow. When we prosper and grow, we hire more agents to sell more products, and increase our staff to service our policyholders. When we have more agents, more employees, and more customers sharing in a piece of the economic pie, we have stronger communities. A fairer process of income distribution is in our view created with minimum wages. Low wages is a major cause of poverty and social inequity. It is simple: employers should be capable of providing their employees with a fair days wages.

Putting aside any moral imperative that in reality it would require \$10.25 an hour from a family of four to tiptoe beyond poverty, or the criminality that women already earn 20% less than men, an employer who can't afford to pay \$8.25 an hour, most likely won't stay in business. The reality is depressed wages, depress the overall community. Putting more money into more people's pockets benefits both business and workers.

The answer to this question - " what is a fair wage " will most likely always differ, based on whether you are paying or receiving the wage. This common sense increase to the minimum wage is a first step in resolving what is best for the whole community. This increase moves us in the right direction to creating a sustainable economy.

We say YES to increasing the Minimum Wage.

Thank you

A handwritten signature in black ink that reads "Daryl Barnett." The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Daryl Barnett
Director labor Public Relations
American Income Life.
db/UFCW

The Senate – Committee on Ways and Means S.B. 331

February 25, 2013

Presentation to Senate Committee on Ways and Means


Presented by American Income Life

Daryl Barnett

Director Labor Relations

1701 K. N.W. Washington, D.C.

USA 20006

 From: [Drew Astolfi](#)
To: [WAM Testimony](#)
Subject: Testimony in support of SB 331 from Rev. Alan Mark
Date: Sunday, February 24, 2013 12:07:23 PM

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Hawaii Needs A Raise

By [Alan Mark](#) | 01/23/2013

We at FACE salute Governor Abercrombie for raising the issue of an increase to the state minimum wage. Faith Action for Community Equity is a faith based community organization made up of 50 churches, temples, and social service agencies on both Oahu and Maui. We work on a range of issues all of which come from the membership of the organizations that make up FACE. Over the 15 years we've been around we have often found ourselves working on issues of fair and equitable pay. So I am excited that Labor Department Director Dwight Takamine and the Governor have started a conversation about raising the minimum wage. Former Senator Takamine has always been a thoughtful person, who cares about regular people and I am glad that he is the person Abercrombie chose to chart the policy on these issues for the state. As a pastor ministering to a mixed economic community I see firsthand the pressure that inadequate pay puts on families and I know that they need to be raised up.

As we pass Dr. Martin Luther King Day many people forget that King was often involved in efforts to raise wages – indeed he was assassinated trying to raise the wages of sanitation workers. King believed in what is sometimes called the Protestant work ethic – the sense that hard work builds self respect and self worth. But it's not just Protestants - Catholic social teaching has a similar focus on the inherent dignity that comes from working a job and earning a wage. Indeed work, and the dignity that work confers on the worker is a strong value expressed in many of the faiths that join together in FACE. I think it is a value that is widely shared - for most of us our jobs are how we provide for our families and they help us hold our head high in the company of others. Ultimately work is essential to the health and stability of the family.

This is true though only in that work pays a fair and honest wage. When work doesn't pay it eats at the spirit of the worker, and their family life suffers as a result. In Hawaii there are many

pressures on the family. One of the most heartbreaking is the way so many of our people are forced to work two jobs because one simply does not pay enough to live on. Over and over again I hear from people who are worried about the time away from their spouse and children but who feel compelled to work a second job just to make ends meet.

For me Governor Abercrombie's suggestion to consider a modest increase to the minimum wage comes at the right time. We haven't raised the minimum wage in more than 7 years and Hawaii has long since fallen behind 19 other states and the District of Columbia in its \$7.25 an hour wage law. Sadly that \$7.25 an hour is much less than the minimum wage was back in Dr. King's day – when adjusted for inflation minimum wage was \$10 an hour in the mid 1960's.

At \$7.25 an hour a full time minimum wage worker makes less than 15,000 a year, hence the need for a second job. In the old days businesses thought that these jobs were taken up mostly by teenagers, but that is sadly no longer the case. All too often it is single women heads of households or new immigrants who receive minimum wage in our state. And it is simply not enough to live let alone raise a family on.

I think it is past time for us to increase the minimum wage. Of course we will have to do this carefully with consultation from political figures, and especially business leaders. But when it comes down to it and everyone has had their say we will need to find a way to do better for Hawaii's working people. There are a lot of mothers, fathers and children depending on us to do it. And the state of Hawaii is only as healthy and strong as the families that populate it.

About the author: *Rev. Alan Mark is the president of Faith Action for Community Equity (FACE), a faith-based organization.*

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Drew Astolfi
Executive Director, FACE
cell 808.782.3674
www.facehawaii.org



HAWAII CATHOLIC CONFERENCE

6301 Pali Highway
Kaneohe, HI 96744-5224

ONLINE SUBMITTAL

Hearing on Tuesday, February 26, 2013 @ 10:05 a.m.
Conference Room #211

DATE: February 25, 2013

TO: **Senate Committee on Ways & Means**
Sen. David Ige, Chair
Sen. Michelle Kidani, Vice Chair

FROM: Walter Yoshimitsu, Executive Director

RE: Support for SB 331 SD1 Relating to Labor

Mahalo for the opportunity to provide written testimony in support of this measure. I am Walter Yoshimitsu, **representing the Hawaii Catholic Conference**. The Hawaii Catholic Conference is the public policy voice for the Roman Catholic Church in the State of Hawaii under the leadership of Bishop Larry Silva. We urge the Committee to support SB 331 SD1 and increase the minimum wage in Hawaii. We believe such an increase is consistent with the tenets of Catholic social teaching on the dignity of workers, the needs of low income wage earners in our state, and the principles that have driven welfare reform at both the state and federal levels.

For over a century, the Catholic Church has addressed the rights of workers in modern industrial societies in light of the principles of Catholic social teaching. A number of these principles are relevant to a discussion over the minimum wage and I offer them for thought.

The Dignity of Workers. Ultimately, the value of work is grounded in the dignity of the human beings who toil in various workplaces across our great state. Every life has value and every worker has dignity. Wages are a critical way by which we recognize that dignity.

Rights and Responsibilities. Our rights are grounded in our own personal responsibility as well as to those in our community. Each of us has the twin responsibility of developing our own God given skills to its fullest and being able to provide for the needs of our families. This is why Catholic social teaching has long defined a just wage in terms of a "family wage," or that which is necessary to meet the needs of a family.

Strengthening the Family. Many of these working people are parents. In this context, raising the minimum wage is one way to strengthen the families of Hawaii. We strongly believe that an increase in the minimum wage is a matter of fairness and justice, and we hope it can be addressed as soon as possible so that it will benefit the people in Hawaii that need it most.

In light of these considerations, raising the state minimum wage is good public policy and we encourage you to pass this bill. Mahalo for the opportunity to testify.



HAWAII FOOD INDUSTRY ASSOCIATION (HFIA)

1050 Bishop St. PMB 235

Honolulu, HI 96813

Fax : 808-791-0702

Telephone : 808-533-1292

TO: COMMITTEE ON WAYS AND MEANS

Sen. David Y. Ige, Chair

Sen. Michelle N. Kidani, Vice Chair

FROM: HAWAII FOOD INDUSTRY ASSOCIATION

Lauren Zirbel, Executive Director

DATE: Tuesday, February 26, 2013

TIME: 10:05 A.M.

PLACE: Conference Room 211

RE: SB 331 RELATING TO LABOR

Position: Strong Opposition

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers and distributors of food and beverage related products in the State of Hawaii.

The intent of this bill is to increase the wage for the lowest paying jobs to ensure that the minimum wage keeps up with inflation. The bill intends to have the minimum wage raised in proportion to the rate of inflation Hawaii experienced over the past few years. The concept is to ensure that workers earning a minimum wage can make ends meet and we truly understand and emphasize especially given this current economic situation.

Economists have argued, however, that raising the minimum wage will not improve the quality of life for minimum wage earners and will actually hurt those who are seeking entry-level jobs. Economists uniformly agree that most employees earn far more than the minimum wage; and that a minimum wage increase actually causes a reduction in the number of entry-level jobs because of the increased cost to employers to maintain such jobs.

The real cost to business includes all of the other employee benefits and taxes that are tied to the employee wages. Those include, social security tax, unemployment tax and workers compensation premiums, which increase the cost of employing workers, which reduces the number of available jobs. Increasing the minimum wage will require employers to pay additional costs after adding the additional taxes of FICA, Medicare and FUTA.

An increase in the minimum wage will cause inflation and a reduction in the number of available entry-level jobs. The cost of goods sold will go up because of the increased cost of labor.

The enactment of a minimum wage increase at this time will undermine efforts made to turn Hawaii's economy around. Hawaii's business community is at a critical point – where any additional mandates could mean the difference between continued existence, or bankruptcy.

Many entry-level jobs in the retail and food industry are for younger workers who may still be in high school. These younger workers do not need to have their wages increased. If industry is forced to raise these workers pay then they must also raise the pay of all of their employees along the labor chain which results in a huge increase in labor cost for the business and a corresponding increase in the price of the goods that are for sale. If the minimum wage is tied to the consumer price index the minimum wage will likely increase by 3-4% each year. This will mean an automatic increase in the minimum wage of about 30 to 40 cents a year. The net result will be higher grocery costs for all consumers.

Thank you for the opportunity to testify.

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: khopdeb@hawaiiantel.net
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Sunday, February 24, 2013 12:23:01 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Debra Ching Maiava	Ken's House of Pancakes	Oppose	No

Comments: I am in favor of raises to our workforce to keep up with the cost of living. I am NOT in FAVOR of the TIMING of the Raises. The economy in Hawaii is just starting to regain a footing, and we as a business are only now starting to see a light at the end of the tunnel. It has been rough! After 7 years of a dire economy, business has picked up in the last 6 months only. Hopeful. But this is hardly cause for celebration as the economy is not yet Strong nor Stable. To impose a raise now would be to set all businesses back to 7 years ago. To implement a raise in 2014 would be much more palatable and do-able for the businesses that have survived the years since 2005. TIMING is Everything! Please put off the pay increase to 2014, giving businesses time to brace and budget. To do so now will be counterproductive to the establishments' ability to employ more people, which will be counterproductive to the State's goal of a healthy economy. Thank You for your TIME! Debra Ching Maiava Keb's House of Pancakes, Hilo

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov



Meadow Gold Dairies



SB 331, Relating to Labor
Committee on Ways and Means
Tuesday, February 26, 2013
10:05 am, Room 211

Written Testimony By: Darrel Tajima
Position: Oppose

Chair Ige and Members of the Senate Ways and Means Committee:

My name is Darrel Tajima, Human Resources Business Partner of Meadow Gold Dairies Hawaii. Our company has been in Hawaii since 1897—116 years, providing Hawaii consumers with a variety of milk products and juices. Meadow Gold's long history has not come without effort. We continually adapt to our customers' and consumers' ever-changing needs, and we constantly evolve along with our industry, our community and our market. Over the years, this has required that we struggle, tighten our belts, innovate and work extremely hard, making us a better company in the process. The foundation of this work rests with the 330 employees that are committed to providing superior quality products.

The intent of this bill is to increase the wage for the lowest paying jobs to ensure that the minimum wage keeps up with inflation. The bill intends to have the minimum wage raised in proportion to the rate of inflation Hawaii experienced over the past few years. The concept is to ensure that workers earning a minimum wage can make ends meet and we truly understand and emphasize especially given this current economic situation.

Economists have argued, however, that raising the minimum wage will not improve the quality of life for minimum wage earners and will actually hurt those who are seeking entry-level jobs. Economists uniformly agree that most employees earn far more than the minimum wage; and that a minimum wage increase actually causes a reduction in the number of entry-level jobs because of the increased cost to employers to maintain such jobs.

The real cost to business includes all of the other employee benefits and taxes that are tied to the employee wages. Those include, social security tax, unemployment tax and workers compensation premiums, which increase the cost of employing workers, which reduces the number of available jobs. Increasing the minimum wage will require employers to pay additional costs after adding the additional taxes of FICA, Medicare and FUTA.

An increase in the minimum wage will cause inflation and a reduction in the number of available entry-level jobs. The cost of goods sold will go up because of the increased cost of labor.

The enactment of a minimum wage increase at this time will undermine efforts made to turn Hawaii's economy around. Hawaii's business community is at a critical point – where any additional mandates could mean the difference between continued existence, or bankruptcy.

Many entry-level jobs in the retail and food industry are for younger workers who may still be in high school. These younger workers do not need to have their wages increased. If industry is forced to raise these workers pay then they must also raise the pay of all of their employees along the labor chain which results in a huge increase in labor cost for the business and a corresponding increase in the price of the goods that are for sale. If the minimum wage is tied to the consumer price index the minimum wage will likely increase by 3-4% each year. This will mean an automatic increase in the minimum wage of about 30 to 40 cents a year. The net result will be higher grocery costs for all consumers.

Our company does our best to take care of our employees. They are an important asset to the company and we make sure to have a healthy and safe work environment. We provide generous benefits and any increase in costs during this time may force us to restructure our overall compensation system.

Thank you for the opportunity to submit testimony. I can be reached at 944-5958 if there are any questions.

925 Cedar Street P.O. Box 1880, Honolulu, Hawaii 96805 (808) 949-6161 (808) 944-5901 fax

TESTIMONY TRANSMITTAL COVER

To:	Senate Committee on Ways and Means	Date	02/23/2013
From:	Winton G. Schoneman	808.383.6632	
Re:	SB331SD1	Hearing Date:	Tuesday; February 26, 2013
Page(s):	4	Time:	10:05 AM

Blank area for testimony content.

Senator David Ige- Chair
Senator Michelle Kidani – Vice Chair

Winton G. Schoneman, 486-9269 (H)

Monday; February 4, 2013

In **STRONG OPPOSITION** to SB331 Relating to the Minimum Hourly Wage

Distinguished members of the Senate Ways and Means Committee, I ask that you accept my written testimony in **OPPOSITION** to Senate Bill 331 Relating to the Minimum Hourly Wage. By way of introduction, I am a small business owner in East Oahu and was the 2011 Jean Fukuda Civic Leadership Award winner. I provide entry level employment to your sons and daughters and have been doing so for close to 20 years. My premise is that minimum wage is and should be an entry level wage to the labor force and should not be equated to a “living wage”.

In the narrative of the proposed legislation several facts and conclusions are noted:

1. Nineteen states have higher minimum wage levels than Hawaii.
2. 10 States index their minimum wage to the Consumer Price Index.
3. 17.4% of Hawaii’s population live below the poverty level and the last time the minimum wage was increased was 2007.
4. Increasing the minimum wage will stimulate the economy.

Here are some other facts and comments that may have bearing on your decision:

1. Hawaii has approximately 321,000 hourly wage earners of which only 15,000 statewide earn at or below the minimum wage and of these 15,000 half are under the age of twenty four and 25% are under the age of twenty. 58.8% of minimum wage earners work part time. Minimum wage workers are typically young entry level employees. Further, minimum wage earners tend to be single.*
2. Of the 19 listed states that have a higher minimum wage than the federal minimum wage only two, Montana and Vermont, have a lower percentage of hourly workers earning the minimum wage than does Hawaii. From this I conclude that having a higher minimum wage does not necessarily correlate to a reduction in the number of minimum wage employees; on the contrary, you may end up with a higher proportion of employees making minimum wage as employers spread out the higher cost of doing business.*
3. 60% of all minimum wage workers are employed in the service industry; primarily, food and beverage businesses. The food and beverage industry has one of the highest costs of doing business; typically relying on renting space, purchasing from wholesale vendors and continual promotions to generate business.*
4. Advocates for an increase in the minimum wage often cite studies by economists Krueger and Card that indicate that an increase in the minimum wage does not result in an increase in

unemployment. I would like to point out that these studies have a fatal flaw in that the data taken was of NATIONAL BRAND (specifically they only studied Burger King, KFC, Roy Rogers and Wendy's) fast food establishments only, that:

- a. Typically enjoy the status of an anchor tenant or operate on wholly own property; therefore, enjoy a rent cost benefit.
- b. Have the ability to spread cost increases among a myriad of products.
- c. Enjoy substantial purchasing power and the ability to contain costs.

No data was evaluated for single or small/limited venue retailers (read mom and pop stores).

Further, unemployment figures do not take into account that a majority of minimum wage workers are part-time, single and under the age of 21. In fact the following quotes by the Employment Policies Institute citing several university studies indicating that unemployment among youth increases significantly.

“For every 10 percent increase in the minimum wage, teen employment at small businesses is estimated to decrease by 4.6 to 9.0 percent.”

“New research from Drs. Nicole Coomer (Workers Compensation Research Institute) and Walter Wessels (North Carolina State University) demonstrates how minimum wage increases have a disproportionately harmful impact on those working minimum wage jobs, and suggests that states who aggressively expand their own minimum wage may be doing more harm than good. The difference between total job loss and minimum wage job loss is dramatic. Coomer and Wessels find that **when the minimum wage is increased by 10 percent, employment for 16-to-19-year-olds in minimum wage jobs falls by as much as 11.1 percent. Looking specifically at 16-to-17-year-olds, employment losses rise to 13 percent.**

One only needs to look at Europe to see where youth unemployment decays to when we try to equate the minimum wage with a living wage. The high minimum wage countries Britain, Spain Greece et al have an average youth unemployment at around 40% while Germany, which has NO minimum wage enjoys a youth unemployment of less than 10%.

I believe that it is important to consider the cost to our community by having fewer after school jobs available. Jobs that reduce gang involvement. Jobs that teach values. Jobs that support students going to college and not having to borrow. You, the Legislature, are considering legislation to fund programs that keep youth involved in afterschool programs and out of nefarious activities...jobs for youth do that at no cost to government. The minimum wage cannot become an impediment to entry level employment for our youth and raising it dramatically and at this time does exactly that.

5. The bills author intimates that increasing the minimum wage may reduce poverty; however, studies indicate that this is just not true.

“Labor economists Joseph Sabia of San Diego State University and Robert Nielsen of the University of Georgia endeavor to go beyond poverty rates and measure the impact of a higher minimum wage on various forms of hardship. Using data from the Census Bureau's Survey of Income and Program Participation, they construct a number of measures of hardship, including the following:

- Financial insecurity: Does the wage earner have difficulty in paying medical or utility bills, or making a mortgage payment?
- Housing insecurity: Has the wage earner missed rent payments in the last year, or do they have un- addressed housing problem like broken windows?
- Health insecurity: Did the wage earner go with- out health insurance, or miss a doctor's visit?
- Food insecurity: Has the wage earner lacked sufficient resources to purchase food or eat a balanced meal?

Across all measures, the authors find no statistically significant evidence that a higher minimum wage has helped reduce financial, housing, health, or food insecurity. This is true across all employees in general, and for smaller sub-sets of the less-educated and less-experienced. “***

6. Indexing the minimum wage to the CPI-W has not cured poverty nor statistically reduced it...recent Census Bureau Data indicates that Colorado and Florida have a higher incidence of poverty than the national average. Missouri, Montana, Ohio and Vermont (along with 22 other states) have a lower incidence. There is no correlation between poverty relief and attaching the CPI to an annual minimum wage analysis.**

Studies have shown that indexing has a deleterious effect on youth employment...In Washington, teen unemployment (a typical marker for the health of the entry-level job market) skyrocketed by 58 percent since the state implemented indexing, 24 percent higher than the average for non-indexed states. When indexing started in 1999, Washington already had a teen unemployment rate above the national level at 19.7 percent. By 2008, the teen unemployment rate reached 29.7 percent, an increase that cannot be explained using by looking at other labor market movements. (During the same time period, the national teen unemployment rate went from 14 percent to 18.8 percent, meaning Washington's teen unemployment rate was over 1.5 times the national average.) If repeated minimum wage hikes have no impact on the entry-level job market, the ratio of teen unemployment to overall unemployment should stay consistent in response to economic shocks. But in Washington state, the ratio shot up from 3.02 in 2001 to 5.57 in 2008, indicating that teen unemployment was growing at a much faster rate than overall unemployment over this time period.

Further, indexing the minimum wage puts employers who rely on entry level employees at risk. While inflation remains relatively tame at the present, there is no guarantee that 5-10% increases could not occur without a cap. In the 1970's inflation frequently hovered over 10%...mandating wage increases will certainly exacerbate this trend and may result in hyperinflation.

7. While it may be true that many minimum wage employees will spend their earnings, this does not necessarily correlate to a growing economy. True economic growth comes from expansion of private business not redistribution of funds. For myself, that time seemed to be in the not to distant future and I could do some remodeling and equipment replacement. This wage increase will further delay or worse yet cancel any such endeavors. Let me explain. I have a small retail store that employs 4 college students and 4 high school students providing on average 600 employee hours of wages per month. Assuming an increase in wages for all of \$1.50/hr (most employees would expect a raise commensurate with what the lowest paid would get) without an increase in productivity, labor costs rise by at least \$15,000.00 per year when you include Social Security,

Medicare, Work Comp, TDI etc. If you assume a reasonable net profit of 20% (I can't make up the difference just from sales, increases must come from the net) I will have to increase my annual sales by \$75,000.00 or \$6,250.00 a month. Current average monthly sales are in the \$40,000.00 range...who among you believes that a small retail establishment can raise prices and increase productivity at such a rate. Making it even more difficult to maintain profitability is the likelihood that the cost of goods and services will climb as wholesalers and suppliers raise prices to cover the additional labor costs.

Conclusion: There comes a tipping point and we are close to that now. Small mom and pop businesses are being forced to compete with large multi-state/multi-national corporations with little or no protection. We cannot "just raise our prices". **We, the mom and pops of Hawaii do not have the capacity to absorb large and or regular increases of many kinds, including wages.** If you, as legislators, value the entrepreneur, the little guy, the ones most likely to employ the college and high schools students, you must find a way to ensure that the minimum wage remains an entry to the labor force not the means to resolve low wages for those who lack the skills or education to earn a living wage. However, we are not indifferent to the challenges faced by the working poor. I was once among them. There seems to be a consensus that something must be done to support a wage base for the families that are at the lower end of the wage scale and are caught by the high cost of living in Hawaii. An idea might be to create a "living wage" law separate from the "minimum wage" where employees that are "vested" (similar to vesting in a sponsored retirement plan) in a business are ensured a higher wage. Specifically, if you have worked for a business for three consecutive years and are over the age of twenty-one you are entitled to be paid a base wage. Or, if you are employed full time and have remained employed for a specified period of time (90 days does not work) with an employer that you are entitled to a specified wage.

Taking into consideration all the available data, and based on close to 20 years of successfully operating a small retail business, I believe that it will be extremely difficult if not impossible to operate a small retail business in Hawaii. I will have to close. The young adults that pay for their college tuition without having to borrow, the ones who are helping their families out, the ones who are asking for an opportunity to be productive will most likely have to depend on other resources. I ask that you consider our challenges when you decide on SB331 and the other bills under consideration that raise the cost of doing business in Hawaii.

Thank you,

Winton Schoneman

*United States Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers: 2011

**United States Census Bureau, Poverty- People and Households, Nov. 2012

*** Employment Policies Institute briefing paper "Can Raising the Minimum Wage Reduce Poverty and Hardship?"

Senator David Y. Ige, Chair
Senator Michelle N. Kidani, Vice Chair
Committee on Ways and Means



HEARING Tuesday, February 26, 2013
 10:05 am
 Conference Room 211
 State Capitol, Honolulu Hawaii

RE SB331, SD1, Relating to Labor

Chair Ige, Vice Chair Kidani, and Members of the Committee:

Retail Merchants of Hawaii (RMH) is a not-for-profit trade organization representing 200 members and over 2,000 storefronts, and is committed to support the retail industry and business in general in Hawaii. The retail industry is one of the largest employers in the state, employing 25% of the labor force.

RMH strongly opposes SB331, SD1, which increases minimum wage to \$8.25 starting 07/01/13, \$8.75 starting 07/01/14, and \$9.25 starting 07/01/15 and ending 06/30/16; authorizes the department of labor and industrial relations to adjust the minimum hourly wage thereafter in accord with the consumer price index.

When the economy faltered in 2008, retailers took significant measures to maintain employment levels by containing employment costs through across-the-board wage and salary reductions, while keeping benefits intact.

Five years later, the retail industry has seen reasonable growth, with existing companies opening new locations and new retailers entering the marketplace. Hundreds of new retail jobs are being created, with compensation levels based on the current economic conditions and employment regulations. Increasing the minimum wage is counterproductive to this growth.

An increase in the minimum wage causes a compression of wages between newly hired, inexperienced workers and veteran, experienced employees. An attempt to mandate scheduled but indeterminate adjustments at the lowest tier of the employment scale would cause a tremendous and prohibitive increase in overall employment costs. Furthermore, an increase in payroll costs would also lead to increases in benefit costs that are based on wages, including vacation and holiday pay, unemployment insurance, social security and Medicare, and workers' compensation premiums.

An additional, but generally not considered tangible, benefit within the retail industry is the employee discount which is provided to all employees. Generally in the 25% to 30% range, this discount represents a measurable savings to employees, particularly in the grocery and apparel categories.

Our economy remains tenuous. Our focus should be on stabilizing our businesses so as to enable increasing employment and hastening recovery.

The members of the Retail Merchants of Hawaii respectfully request that you hold SB331, SD1. Thank you for your consideration and for the opportunity to comment on this measure.

A handwritten signature in cursive script, appearing to read 'Carol Pregill'.

Carol Pregill, President

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: ntamura@hawaii.rr.com
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Saturday, February 23, 2013 4:16:32 PM

SB331

Submitted on: 2/23/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Noel Tamura	Tamura Super Market	Oppose	No

Comments: Raising the minimum wage for entry level positions will force employers to raise the pay of all employees which will result in a HUGE increase in labor costs for business thus increasing the cost of goods for sale. if the minimum wage is tied to the consumer price index, the minimum wage will likely increase by 3-4% each year. This will mean an automatic increase in the minimum wage of about 30-40 cents a year. The consumer will pay a higher grocery cost.

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TO: COMMITTEE ON WAYS AND MEANS
Sen. David Y. Ige, Chair
Sen. Michelle N. Kidani, Vice Chair
Senate Committee Member et al.

SB 331 RELATING TO LABOR

Strongly Opposed

The intent of this bill is to increase the wage for the lowest paying jobs to ensure that the minimum wage keeps up with inflation. The bill intends to have the minimum wage raised in proportion to the rate of inflation Hawaii experienced over the past few years. The concept is to ensure that workers earning a minimum wage can make ends meet and we truly understand and emphasize especially given this current economic situation.

The real cost to business includes all of the other employee benefits and taxes that are tied to the employee wages. Those include, social security tax, unemployment tax and workers compensation premiums, which increase the cost of employing workers, which reduces the number of available jobs. Increasing the minimum wage will require employers to pay additional costs after adding the additional taxes of FICA, Medicare and FUTA.

An increase in the minimum wage will cause inflation and a reduction in the number of available entry-level jobs. The cost of goods sold will go up because of the increased cost of labor.

Economists have argued, however, that raising the minimum wage will not improve the quality of life for minimum wage earners and will actually hurt those who are seeking entry-level jobs. Economists uniformly agree that most employees earn far more than the minimum wage; and that a minimum wage increase actually causes a reduction in the number of entry-level jobs because of the increased cost to employers to maintain such jobs.

Many entry-level jobs in the retail and food industry are for younger workers who may still be in high school. These younger workers do not need to have their wages increased. If industry is forced to raise these workers pay then they must also raise the pay of all of their employees along the labor chain which results in a huge increase in labor cost for the business and a corresponding increase in the price of the goods that are for sale. If the minimum wage is tied to the consumer price index the minimum wage will likely increase by 3-4% each year. **This will mean an automatic increase in the minimum wage of about 30 to 40 cents a year. The net result will be higher grocery costs for all consumers.**

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: alemorrier@gmail.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 9:51:39 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Alicia Morrier	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: bcrowe@youngsmarket.com
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Monday, February 25, 2013 7:21:52 AM

SB331

Submitted on: 2/25/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
brad crowe	Individual	Oppose	No

Comments: Dont do this. Many in the community strongly oppose.

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To: [WAM Testimony](#)
Cc: mauibrad@hotmail.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 5:52:35 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Brad Parsons	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: jamesfmoffitt@gmail.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 1:01:57 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
James Moffitt	Individual	Support	No

Comments:

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To: [WAM Testimony](#)
Cc: j.lilinoe@gmail.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 9:53:10 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Josephine Keliipio	Individual	Support	No

Comments:

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TO: COMMITTEE ON WAYS AND MEANS

Sen. David Y. Ige, Chair

Sen. Michelle N. Kidani, Vice Chair

FROM: Joyce Harada

Human Resources Manager

Young's Market Company of Hawaii

DATE: Tuesday, February 26, 2013

TIME: 10:05 A.M.

PLACE: Conference Room 211

RE: SB 331 RELATING TO LABOR

Position: Strong Opposition

Distinguished Senators Ige and Kidani:

Senate Bill 331 which proposes to raise minimum wage to match consumer price index will be a negative force in the recovering economy of Hawaii.

Consider those jobs offering minimum wage. They are usually tipped positions where workers actually earn more than minimum wage - - and likely do not report all tips. Other minimum wage jobs are in retail or in manufacturing where skill sets demands are few. Those individuals who prove themselves to be valuable to an organization quickly move up in those organizations and end up with higher wages.

Raising the minimum wage will likely force companies to cut back on the number of entry level positions they offer. Raising the minimum wage will result in a corresponding increase in wage bases throughout the State of Hawaii. Companies may even delay giving raises to deserving workers because of the higher wage base and there is little incentive to increase all wage ranges beyond the minimum wage base.

What will likely happen?

- 1) Entry level jobs will be cut back. Companies will find ways to outsource or off shore tasks that can be done cheaper. You don't need an ordertaker at the drive through restaurant call box from 10 pm to 6 am if someone overseas can take the order off a menu and punch-in the order to the counter. Oh, I'm sorry that is already happening! One position gone.
- 2) Job seekers with no job experience and few skills will find it difficult to get into the job market. That will place a burden on already stretched Hawaii households living with multiple generations under one roof. Without a college education, these job seekers have few alternatives to making a living. Result? Unemployment, government subsidy, low

self-esteem for those who really want to work but lack the necessary skills for higher-paid jobs, and stress in the family situation.

- 3) Those who cannot find legitimate jobs will end up working for cash in construction. We all know it happens. These workers do not pay taxes (neither do the companies), the quality of the work is questionable since workers do not have proper training, and the public suffers. The worst part of this situation is that generations learn from one another to perpetuate this behavior. Talk about leveling the playing field?
- 4) Cost of goods and services increases for us all. For those companies that can survive by passing on the additional cost of labor to their customers, we will all pay as consumers. For those companies that cannot compete due to higher labor costs, they will close down; resulting in less competition and higher costs by those who have both the supply and demand.

As a Human Resources professional, I have witnessed how job seekers place value on a job. In a previous employer, I interviewed an applicant who was paid \$28/hour as a warehouse worker on a government subsidized project for two years. When he found out that our starting wage was \$14.00/hour in a union position with full family medical and a pension, he laughed and said he was not interested in a further interview. He said he was fine collecting unemployment until he found “something better”. I think we all need to be careful what lessons we are teaching.

Instead of raising the minimum wage, invest that money in training workers so that they can be hired in more technical jobs that pay higher wages. No one stays at a minimum-wage job forever unless it provides them with a life-style that is acceptable, or unless he or she dreams of a different kind of job to do that usually requires more training and skills. Remember that old saying “If you give me a fish I can eat today, if you teach me to fish I can feed myself every day”? As policy makers, you must think and create futures for us all.

Leadership is the ability to get extraordinary achievement from ordinary people.
- Brian Tracy

You are our leaders; you are shaping our future in Hawaii. Make it a future that you will be proud of.

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: 09juju@hotmail.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 9:14:17 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Julian Jiman	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: OccupyHiloMedia@yahoo.com
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Sunday, February 24, 2013 5:16:21 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Kerri Marks	Individual	Support	No

Comments: Strongly support. Please help the everyday working folks in Hawaii who are STILL going to need two or more minimum wage jobs to survive, even with this increase.

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: lkawasak@youngsmarket.com
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Sunday, February 24, 2013 11:43:49 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Laurie Kawasaki	Individual	Oppose	No

Comments: I am opposed to SB331 which increases minimum wage over the next few years, as well as stipulating automatic increases pegged to CPI going forward. Please recognize that the cost of business continues to go up and wages are typically the largest expense of an employer. The benefits that many companies offer, including the Company that I am employed at, will be affected by this increase. The increase in wages will result in an increase in employment taxes, workers compensation and temporary disability insurance and other benefits. They all add up and they are all pegged to wages. Imposing this increase will not stimulate the economy given that only a fraction of the workforce is employed at minimum wage. However, businesses would be forced to increase their hourly workforce pay rate across the board so as to keep their existing employees fairly compensated compared to new hires. Businesses would have to make other compensating cuts to make up for the added expense and this could result in loss benefits and even workforce reduction. Please hold on SB 331, SD1. Thank you for your consideration.

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: lorrainekohn@gmail.com
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Sunday, February 24, 2013 10:19:42 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Lorraine Kohn	Individual	Support	No

Comments: Of course, we need a minimum wage to help people earn a living wage-thank you!

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: mark@marksheehan.com
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Sunday, February 24, 2013 9:00:22 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
mark sheehan	Haiku Aina Permaculture	Support	No

Comments: This is very important. Please raise the minimum wage to \$9.25 and index it to the inflation rate. This will help our retail and hospitality and farm workers be able to survive and support their families. Thank you for doing this.

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To: [WAM Testimony](#)
Cc: skysonghealing@yahoo.com
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Sunday, February 24, 2013 9:34:06 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Paul Solomon	Individual	Support	No

Comments: Many people in this state struggle financially. Please pass this bill, so people can make a livable wage.

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Lesbian, Gay, Bisexual, and Transgender Workers and Allies

February 26, 2013

Senate Committee on Ways and Means
Chair, Sen. David Ige
Vice Chair, Sen. Michelle Kidani

Testimony in strong support of SB 331 SD1

Pride At Work Hawai'i, an affiliate of the Hawai'i State AFL-CIO, strongly supports SB 331 SD1, which would increase the minimum wage to \$9.25 over 3 years and index future increases to the consumer price index.

Raising Hawai'i's minimum wage is long overdue, as the last increase was in 2007. Nineteen states and the District of Columbia now have a higher minimum wage than Hawaii, and ten states index their minimum wage to inflation so that the real value of the minimum wage does not fall every year.

Hawaii's cost of living is the highest in the nation; however, Hawaii's minimum wage is still equal to the federal minimum wage of \$7.25 an hour. At the current minimum wage, full-time minimum wage worker in Hawaii who works 40 hours a week for 52 weeks would earn \$15,080 for the year - far from a living wage.

Increasing the minimum wage is especially important for lesbian, gay, bisexual, and transgender (LGBT) workers. Nationally, studies consistently show that LGBT workers are typically paid less than their heterosexual peers.

We hope you will support low-wage workers by passing SB 331 SD1. Thank you for your attention to this very important issue.

PRIDE AT WORK HAWAII'I advocates for full equality and inclusiveness - in our workplaces and our unions - for LGBT workers and our families, and builds solidarity between the Labor movement and the LGBT community.

PO Box 22416 Honolulu, HI 96822 (808) 543-6054 prideatworkhi@gmail.com www.prideatworkhawaii.org

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: shannonkona@gmail.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 12:31:13 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Shannon Rudolph	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: sherrianwitt@aol.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 6:46:49 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
sherrian witt	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: stanfranco@hawaiiantel.net
Subject: Submitted testimony for SB331 on Feb 26, 2013 10:05AM
Date: Monday, February 25, 2013 8:46:16 AM

SB331

Submitted on: 2/25/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Stan Franco	Individual	Support	No

Comments: Dear Senator Ige, I am 69 years old and am retired. While I was working I was enough to be able to keep up financially with the cost of living. Today, the pay of my children are not keeping up with the cost of living. Please pass the minimum wage at \$9.25 per hour and include a cost of living so that our people can buy gas and groceries and pay rent now and into the future. Thanks.

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: tjsimms2000@hotmail.com
Subject: *Submitted testimony for SB331 on Feb 26, 2013 10:05AM*
Date: Sunday, February 24, 2013 9:08:42 PM

SB331

Submitted on: 2/24/2013

Testimony for WAM on Feb 26, 2013 10:05AM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
tj simms	Individual	Support	No

Comments:

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