

LATE

SB331

Submitted on: 3/27/2013

Testimony for FIN on Mar 27, 2013 16:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
Pamela Tumpap	Maui Chamber of Commerce	Oppose	No

Comments: Aloha, Thank you for the opportunity to continue to share our concerns with this bill. We ask that you hear the many businesses who will be hurt by this measure and OPPOSE a minimum wage increase. The minimum wage is a starting point, not a "living wage" and we believe this measure will: -hurt those who need an opportunity to gain needed skills; -raise prices for consumers; and -increase business costs. Please vote NO on raising the minimum wage. Now is not the time. Mahalo for your consideration. Pamela

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Testimony of Hawai'i Appleseed Center for Law and Economic Justice
 Commenting on SB 331 Relating to Labor
 House Committee on Finance
 Scheduled for Hearing Wednesday, March 27, 2013 4:00 PM, Room 308

Hawai'i Appleseed Center for Law and Economic Justice is a nonprofit, 501(c)(3) law firm created to advocate on behalf of low income individuals and families in Hawai'i on civil legal issues of statewide importance. Our core mission is to help our clients gain access to the resources, services, and fair treatment that they need to realize their opportunities for self-achievement and economic security.

Thank you for an opportunity to comment on Senate Bill 331, which would raise the minimum wage. Hawai'i Appleseed Center for Law and Economic Justice is in **strong support** of an increase to the minimum wage.

Increasing the minimum wage is critical given the serious financial hardship faced by our low-income residents.

- Hawai'i's housing and electricity costs are the highest in the nation, with more than 75 percent of people living in poverty paying over 50 percent of their income on shelter.
- Food costs are 60 percent higher than on the mainland based on the USDA's "Thrifty Food Plan," which calculates the most inexpensive way possible for an individual to meet basic nutritional requirements.
- Due to relatively high income taxes and the GET, Hawai'i is considered the fourth most regressive state for taxes, according to the Institute on Taxation and Economic Policy.
- In light of the extremely high cost of living, heavy tax burden, and wages paid, Hawai'i is considered to have the lowest adjusted wages in the nation.

Hawai'i's current minimum wage utterly fails to account for our extraordinarily high cost of living.

- Hawai'i's minimum wage is one of 23 states set at the federal level. Had the federal minimum wage even kept up with inflation over the last 40 years, today it would be \$10.58. The state minimum wage is not raised in accordance with cost of living increases.
- A living wage is based on the minimum cost of living for low wage families. In Honolulu County for one adult is \$12.91 according to the Massachusetts Institute of Technology's Living Wage Calculator. For a couple with two children, it rises to \$24.81—over 70 percent more than two working adults earn at minimum wage. Increasing the minimum wage is a small but essential start to meeting families' basic needs.

The benefits to increasing the minimum wage are many:

- Leads to more spending in the local economy, since low-income households are likely to immediately spend their money on necessities. This spending ultimately creates additional jobs by boosting economic activity.
- Reduces employee turnover, resulting in more experienced workers, and boosts productivity, leading to overall savings for employers. Contrary to the protests of many business owners, increasing the minimum wage does not lead to job loss or depressed economic activity. The most comprehensive study, conducted by the University of Massachusetts, University of North Carolina, and the University of California on the minimum wage compared neighboring counties across state lines from 1996 to 2006, and found minimum wages did not lead to any decreases in jobs.
- Decreases reliance on public benefits and social services, reducing expenditures and increasing efficiency by avoiding government administration of benefits.



LATE

March 27, 2013

Representative Sylvia Luke, Chair
Representative Scott Y, Nishimoto, Vice Chair
Representative Aaron Ling Johanson, Vice Chair
Hawaii State Capital
415 South Beretania Street, Room 308
Honolulu, Hawaii 96813

Subject: S.B. 331 Hearing March 27, 2013 Testimony in Support.

To: Representative Sylvia Luke and the Committee on Finance.

Aloha, my name is Steve Canales, and I strongly support S.B. 331, Relating To Labor (Minimum Wage).

This measure will increase the minimum wage for many High Schools students, College students, and the Elderly.

Many elderly workers lost jobs during this recession. To get back on there feet, many took minimum wage jobs, because that was the only option. Living on minimum wage is making it hard to make ends meet. Since the economy is recovering, we must increase the minimum wage to help increase income for Students and the Elderly.

I strongly support S.B. 331. I would like to thank, the Committee on Finance for this opportunity to testify.

Sincerely,

Steve Canales
Labor Caucus Chair
Democratic Party of Hawaii
1050 Ala Moana Blvd. Ste. #2150
Honolulu, Hawaii 96814

LATE

UNITE HERE!
LOCAL 5 HAWAII

Eric Gill, Financial Secretary-Treasurer

Hernando Ramos Tan, President

Godfrey Maeshiro, Senior Vice-President

Tuesday, March 26, 2013

Representative Sylvia Luke - Chair and Committee Members
Hawaii State Legislature
House Committee on Finance
State Capitol
415 S. Beretania Street

RE: SB 331, SD 2, HD 1 relating to labor

Chair Luke, Vice-Chair Nishimoto, Vice-Chair Johanson and members of the House Committee on Finance:

UNITE HERE Local 5, a local labor organization representing nearly 10,000 hotel, health care and food service workers employed throughout our State, hereby registers our support for Senate Bill 331, SD 2, HD 1 relating to labor.

We would, however, ask that the original Senate draft be restored to reflect the need for periodic adjustments thereafter in accord with the consumer priced index.

As an organization representing workers in the health care and hospitality industries – two of Hawaii’s most important – we understand first-hand the important role raising Hawaii’s minimum wage can play in helping to boost Hawaii’s economic recovery.

As the standard quality of life for ordinary working people in our islands continue to deteriorate, Hawaii’s economic future and our ability as a community to secure good jobs for our local people remain one of our greatest concerns. Our state has the highest cost of living in the nation and the lowest average adjusted income. Fifty-six percent of renters – many of whom are hourly wage earners – pay 30 percent or more of their income towards rent, fourth highest in the nation; and in a 2011 report by the DBEDT – between 1980 and 2010 – Hawaii’s real average wage grew at a rate nearly 13 percentage points below that of the national average.

Our people are being pushed off our islands while so many of us can’t afford homes, and more and more of our local jobs go to mainland companies while locals struggle to earn a living wage. Added to all of this, we haven’t seen an increase in our State’s minimum wage for more than half a decade. It is our belief that Hawaii can be a place where good jobs are readily available, and that is why we helped launch a new movement called AiKea. AiKea is a movement that seeks to restore the confidence of Hawaii’s working people to reclaim Hawaii for our future.

We thank you for hearing SB 331, SD 2 HD 1 and would urge the committee to pass the measure with one additional amendment, eliminate Subsection “b” of Section 1 that currently allows employers to pay below the minimum hourly wage by instituting a “tip credit.” Thank you.

LATE

The Twenty-Seventh Legislature, State of Hawaii
Hawaii State House of Representatives
Committee on Finance

Testimony by
Hawaii Government Employees Association

March 27, 2013

S.B. 331, S.D. 2, H.D. 1 – RELATING TO WAGES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports S.B. 331 S.D. 2 H.D. 1, which will increase the hourly minimum wage to \$7.75 on January 1, 2014, \$8.25 on January 1, 2015, \$8.75 on January 1, 2016 and \$9.00 on January 1, 2017

These are reasonable annual increases that will give employers sufficient time to adjust while supporting the minimum wage worker in keeping up with current inflation rates.

This bill allows both employer and minimum wage employees to boost statistics for minimum wage pay rates on a national level and be more in line with the high cost of living we all experience here in Hawaii nei.

Respectfully,

Randy Perreira
Executive Director

Testimony of Glenn Ida
Representing
The Plumbers and Fitters Local 675
1109 Bethel St., Lower Level
Honolulu, Hi. 96813

LATE

House Committee on Finance
Rep. Sylvia luke, Chair
Rep. Scott Nishimoto, Vice Chair
Rep. Aaron Ling Johanson, Vice Chair

Wednesday, Mar. 27, 2013
4:00 PM, Conference room 308

Re: in Strong Support of SB331, SD2, HD1

Aloha Chair Luke, Vice Chairs Nishimoto and Johanson and Committee Members,

My name is Glenn Ida representing the active and retired members of the Plumbers and Fitters Local 675,

Local 675 strongly supports SB331, SD2, HD1, Relating to Labor, which will increase the minimum wage to \$8.25 starting 01/01/14, \$8.75 starting 01/01/15, and \$9.25 Starting 01/01/16 and ending 12/31/16. Authorizes DLIR to adjust the minimum hourly wage thereafter in accordance with the Honolulu region consumer price index.

A raise in the minimum wage is long overdue and with the high cost of living in Hawaii these increases over the next three years are totally justified. By indexing increases with the Honolulu CPI, it is an attempt to keep up with inflation. Although this is still not a living wage it is a step in the right direction.

Therefore Local 675 strongly supports SB331, SD2, HD1.

Thank you for this opportunity to testify.

Mahalo,
Glenn Ida

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TESTIMONY TRANSMITTAL COVER

To:	House Finance Committee	Date	03/26/2013
From:	Winton G. Schoneman	808.383.6632	
Re:	SB331SD2 HD1	Hearing Date:	Wednesday; March 27, 2013
Page(s):	4	Time:	4:00 PM

Representative Sylvia Luke- Chair

Representative Scott Nishimoto – Vice Chair

In STRONG OPPOSITION to SB331 Relating to the Minimum Hourly Wage

Distinguished members of the House Finance committee; recently the attached article appeared in the financial news as the costs and benefits of increasing the minimum wage are debated nationwide. While there seems to be plenty of national chains who have the ability to spread the costs of such an increase out among multiple stores, this is simply not the case for small independent and mom n pop businesses...we are the ones that don't have a tip credit, have never had an employee file for unemployment and yet bear the full burden of regulation. We are the ones that frequently give that young person their first job and support our local community and schools. Indeed the cost to small businesses that must compete against these giants is great. I fairness, on Saturday, I sat down with my employees and discussed the nature and consequences of the proposed increase in the minimum wage. Since I already pay more than the minimum wage, raising it to \$7.75 will not be an immediate issue. What is of concern; is the prospect of inflation as the cost of goods from our suppliers increases.

While I recognize that raising the minimum wage results in more income for state government; that comes at a very real cost to the small business community; one that disproportionately burdens those that can least afford it.

Thank You

Win Schoneman

Fight Over Minimum-Wage Hike Heats Up on Main Street

COSTCO WHOLESALE CORP, STARBUCKS CORP, BUSINESS NEWS

CNBC.com | Tuesday, 26 Mar 2013 | 1:37 PM ET

The fight over an increase to the minimum-wage, which many [small businesses](#) pay their employees, has already begun in Congress. And [small employers](#) on both sides of the issue — armed with plenty of Tweets, videos, press releases and data — have entered the fray.

President Barack Obama has proposed raising the federal minimum wage to \$9 from the current \$7.25 per hour. The current level equals an annual income of about \$15,000. The last minimum-wage increase to \$7.25 was in July 2009.

Plenty of Detractors ...

The [National Federation of Independent Business](#), which represents smaller employers and independent businesses, recently released an [online video](#) that highlights why raising the minimum wage is bad for small business and the bottom line. It was posted on YouTube last week and Tweeted.

On the video, NFIB's Chief Economist Bill Dunkelberg dismisses the often-used argument that raising the minimum wage fuels growth by giving low-income workers more money to spend in the economy, and lifts them out of poverty.

"Every dollar in minimum wage a worker receives comes out of the pockets of consumers in the community, so there is no overall increase in spending power as supporters have lead," Dunkelberg says.

Dunkelberg notes raising the minimum wage is a bad for business because the increase doesn't help the poor, most of whom aren't working; costs jobs; cuts job opportunities for the young; raises the price of goods produced with a lot of labor services; and reduces the purchasing power of consumers, when owners raise prices to cover increased costs.

([Read more: Subway 'Wouldn't Exist' If Started Today Due to Regulations: Founder Deluca](#))

And Backers, Too

But backers of a higher minimum wage have been busy too, cobbling together press releases — complete with names, locations and comments from small-business owners. High-profile CEOs of publicly-traded companies such as [Costco](#) and [Starbucks](#) have also stepped into the minimum-wage debate.

"The minimum-wage issue is a double-edged sword," Howard Schultz, chief executive of the coffee giant, told CNBC last week.

"On balance, I am a supporter of the minimum wage going up," Schultz said. "We've got to be very, very careful and be careful what we wish for because some employers — and there could be a lot of them — will be scared away from hiring new people or creating incremental hours for part-time people as a result of that wage going up."

Other supporters include the [Business for a Fair Minimum Wage](#), a network of business owners and executives. Backers of a higher minimum wage point to [studies that have found an increase in minimum wages did not](#) result in job cuts.

Adjusted for inflation, a minimum-wage worker had more purchasing power — in other words could buy more groceries and gasoline — more than 40 years ago compared to the minimum wage worker making \$7.25 an hour today, said Holly Sklar, founder and director of Business for a Fair Minimum Wage.

"You can't have the real value of the wage, the real adjusted value going down. You can't build an economy on these downward mobile wages," she said.

Meanwhile, "corporate profits are at their highest since 1950, as a percentage of national income, while the share going to employees is near its low point. We can't build a strong economy on a falling wage floor," the group said in a separate press release.

([Read more: Can Yelp Reviews Really Help You Get a Business Loan?](#))

A Lot at Stake

Whether you're for or against the minimum-wage hike, the potential change comes with much at stake for both [Main Street](#) and the broader economy. Corporate profits have been rising along with new records for the stock market. But small employers, for the most part, have failed to generate robust job growth, which has traditionally paved the way for past economic recoveries.

In its monthly [small-business](#) sentiment reading for February, the NFIB said the small-business optimism index edged up 1.9 points to 90.8 points from 88.9 points in January. Despite the slight uptick, the February index reading remains on par with the 2008 average, and below the trough of the 1991-92 and 2001-02 recessions. Bottom line: there's no surge in confidence among small-business owners.

([Read more: Little Main St. Hiring, Despite Uptick in Optimism](#))

Just ask Tilman Fertitta, chairman and chief executive of privately held Landry's. The dining and hospitality group spans 500 outlets and popular brands such as Landry's Seafood House, Chart House, Bubba Gump Shrimp, Claim Jumper, Morton's The Steakhouse, McCormick & Schmick's and Rainforest Cafe.

Appearing on CNBC last week, Fertitta was asked whether raising the minimum wage to \$9 an hour would help Main Street lure more workers off the unemployment lines. Fertitta noted the extended unemployment benefits — ironically stretched out to stimulate the economy — has made it trickier for mom-and-pops to hire low-wage workers, some of whom pocket more money by staying home and collecting an unemployment check than actually taking a job.

"If they do some of the crazy things they're talking about doing with minimum wage, we're going to all be laying people off and you're going to see unemployment at 12 percent," Fertitta said.

But other business leaders argue good wages makes good business sense. "We pay a starting hourly wage of \$11.50 in all states where we do business, and we are still able to keep our overhead costs low," said Craig Jelinek, [Costco's](#) president and chief executive. He was cited in a press release for the Business for a Fair Minimum Wage.

"An important reason for the success of Costco's business model is the attraction and retention of great employees," Jelinek said.

([Read more: Landry's CEO: Unemployment Benefits Hurt Main Street Hiring](#))

—By [CNBC's Heesun Wee](#); Follow her on Twitter [@heesunwee](#)

([Read more: Etch A Sketch's Incredible Toy Legacy — And Burden](#))

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URL: <http://www.cnbc.com/100587856>

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SB331

Submitted on: 3/27/2013

Testimony for FIN on Mar 27, 2013 16:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
Randy Smith	Regal Entertainment Group	Oppose	No

Comments: REGAL ENTERTAINMENT GROUP'S OPPOSTION TO SB 331 To Whom It May Concern: Thank you for providing this opportunity to testify concerning the proposed raising of the minimum wage in Hawaii. My name is Randy Smith and I am the Chief Administrative Officer and Counsel for Regal Entertainment Group ("Regal"), the largest theatre circuit in the world. On behalf of Regal we wish it to be known that we oppose SB331 HD1 and the effort to increase minimum wages. Currently we have multiple locations in Hawaii and are acquiring several more as a result of our acquisition of Hollywood theatre chain. Regal currently employs in excess of 20,000 individuals in our theatres across the country and approximately 263 in our Hawaii locations. Our workforce demographics are varied but the majority of our personnel are young first time job holders as well as individuals with disabilities and elderly Hawaiians seeking to supplement their income. While Regal recognizes the need for individuals to earn wages in amounts that allow them to be self sufficient, the majority of our employees do not independently support themselves. Those that choose to make a career out of working in our theatres are promoted into management positions where they can earn sufficient wages to support themselves and a family. These individuals tend to be college age or older and also tend to become long term employees. Moreover, even our minimum wage employees typically receive wage increase within the first year of their employment. While Regal lauds efforts to improve the standard of living for all Americans, we do not believe that raising the minimum wage will have the desired effect. While theorists and economists may argue the true impact of minimum wage rate increases on the economy and individual employees, as a publicly traded Company we know full well the impact of such mandated wage increases. Specifically, depending on the wage increase and location, Regal will be forced to either decrease staffing and or benefits, which negatively impacts our employees due to reductions in head counts, hours worked and benefits provided, as well as our guests from a service and cost of entertainment standpoint. Furthermore, mandated wage hikes have the unintended effect of increasing competition for entry-level jobs, thus making it difficult for low-skilled and young workers to find employment and receive "on-the-job" training. Basically, raising the minimum wage increases the size of the obstacle a jobseeker must cross to justify being hired. In addition, the regressive burden of a higher minimum wage could negatively impact those it seeks to help, low-income families who are most in need of relief in this troubled economy, by forcing business to increase the cost of all products to stay afloat. As such, we would request that SB331 HD1 be defeated to protect the employment opportunities of the young and unskilled workers and avoid the escalating cost of entertainment to all citizens of the great state of Hawaii. Sincerely, Randy Smith,

Chief Administrative Officer & Counsel

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SB331

Submitted on: 3/27/2013

Testimony for FIN on Mar 27, 2013 16:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
angela rey	Jackie Rey's Ohana Grill	Comments Only	No

Comments: We are in support of the intent to increase wages for low wage earners but request a corresponding Tip Credit for employees who receive tips. An increase in that tip credit will enable full service restaurants to continue raising pay for non-tipped employees, primarily in the kitchen who rely on their wages as their means of support and thus creating more equity in wages. Tipped employees who receive minimum wage will normally receive an additional \$8 - \$15 per hour in tips bringing their hourly wage to over \$15 per hour and in many case over \$20 per hour. Conversely, our non-supervisory kitchen employee average of \$10 to \$15 per hour. The minimum wage increase will not increase our kitchen wages and in fact may actually lower them in the long run. If we increase the wages of our tipped employees instead of employees in the non-tipped category it will be difficult to find additional monies to continue their wage increases. We also feel that an increase in minimum wages for tipped employees only will fuel inflationary increases in menu pricing and would make Hawaii less affordable for visitors and residents alike. We feel SB331 will have the opposite effect of the intent of this bill.

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Submitted By	Organization	Testifier Position	Present at Hearing
Bob Stout	Times Supermarkets	Oppose	No

Comments: Please consider spacing this out a bit longer. The way it's proposed it WILL lead to higher grocery prices for Hawaii consumers, no way around that. Business cannot absorb constant increases in operating costs. Just look what the unemployment insurance increases have cost everyone!!!

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Submitted By	Organization	Testifier Position	Present at Hearing
Richard Moon	T S Restaurants	Oppose	No

Comments: We are in support of the intent to increase wages for low wage earners but request a corresponding Tip Credit Increase for employees who receive tips. An increase in that tip credit will enable full service restaurants to continue raising pay for non-tipped employees, primarily in the kitchen (heart of the house) who rely on their wages as their means of support and thus creating more equity in wages. Tipped employees who receive minimum wage will normally receive an additional \$8 - \$15 per hour in tips bringing their hourly wage to over \$15 per hour and in many case over \$20 per hour. Conversely, our non-supervisory kitchen employee average of \$10 to \$15 per hour. The minimum wage increase will not increase our kitchen wages and in fact may actually lower them in the long run. If we increase the wages of our tipped employees instead of employees in the non-tipped category it will be difficult to find additional monies to continue their wage increases. We also feel that an increase in minimum wages for tipped employees only will fuel inflationary increases in menu pricing and would make Hawaii less affordable for visitors and residents alike. Simply stated, without a major increase in the tip credit, a minimum wage increase general increases the wages of those employees that are making the most money. We feel SB331 will have the opposite effect of the intent of this bill. ###

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SB331

Submitted on: 3/26/2013

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Submitted By	Organization	Testifier Position	Present at Hearing
Jayson laurin	Tanaka of Tokyo	Oppose	No

Comments:

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Submitted By	Organization	Testifier Position	Present at Hearing
Joseph Kim	Tanaka of tokyo	Oppose	No

Comments: We are in support of the intent to increase wages for low wage earners but request a corresponding Tip Credit for employees who receive tips. An increase in that tip credit will enable full service restaurants to continue raising pay for non-tipped employees, primarily in the kitchen who rely on their wages as their means of support and thus creating more equity in wages. Tipped employees who receive minimum wage will normally receive an additional \$8 - \$15 per hour in tips bringing their hourly wage to over \$15 per hour and in many case over \$20 per hour. Conversely, our non-supervisory kitchen employee average of \$10 to \$15 per hour. The minimum wage increase will not increase our kitchen wages and in fact may actually lower them in the long run. If we increase the wages of our tipped employees instead of employees in the non-tipped category it will be difficult to find additional monies to continue their wage increases. We also feel that an increase in minimum wages for tipped employees only will fuel inflationary increases in menu pricing and would make Hawaii less affordable for visitors and residents alike. We feel SB331 will have the opposite effect of the intent of this bill.

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Submitted By	Organization	Testifier Position	Present at Hearing
Wayne Hikiji	Envisions Entertainment	Oppose	No

Comments: We strenuously oppose any increase to the minimum wage. To offset higher employee wages, small businesses like us will need to raise our prices on the services we sell. This can lead to decreased sales, decreased revenues and significantly lower profits. With less money to spend, we will have to decrease or eliminate capital improvements, marketing, new hires, bonuses, debt service and production. All of these cutbacks in spending will have adverse effects, such as fewer customers, the inability to attract or retain salaried employees, the need to place more responsibility on the employees we already have, etc. Consequently, our overworked employees will be more prone to errors, poor customer service and absenteeism, which can decrease productivity.

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Submitted By	Organization	Testifier Position	Present at Hearing
Brian Kashima	Island Landscape	Oppose	No

Comments: Please Oppose this bill. My business is being hit from all sides (higher gas prices, insurance, equipment rentals, shipping, etc.). Small businesses like mine simply need a chance to stabilize. The past few years have been gut wrenching and increasing the minimum will create a wage compression that will hurt my business further and many others. Mahalo for your consideration.

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Submitted By	Organization	Testifier Position	Present at Hearing
Cassie Akina-Ancog	Akina Aloha Tours	Oppose	No

Comments:

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Dear Chair Luke & Committee Members,

I oppose SB 331 SD2 HD1 raising the minimum wage.

Aloha,

My name is Bob Miller, I am the business manager for Pizza Bob's in Haleiwa employing approximately 45 people. Our beleaguered business, like many others, will not be able to absorb another increase in our costs without reducing employment hours and raising prices.

Hawaii and the rest of the nation are poised on the brink of a massive round of inflation; Raising the minimum wage might just be the catalyst to set it off.

Although I understand the intent, raising the minimum wage is more likely to result in a general increase in prices that is likely to wipe out any benefit, and possibly jeopardize an already shaky economic recovery.

Raising minimum wage on hospitality businesses like ours is particularly needless and unfair.

All of our "minimum wage" employees also earn tips, the reported portion of which are in excess of \$10/hour for our business. Do to an incredibly small tip credit of 25 cents per hour, our "minimum wage" employees earn in excess of \$17 per hour, an amount about 15 to 20% more than our experienced cooks earn. Giving tipped employees a raise will mean almost no chance for non-tipped employees to get a raise, and will also result in increasing our prices which will likely result in a decrease in customer counts which will lower hours for all employees.

At the very least, no increase in the minimum wage should be considered without an equal increase in the tip credit.

Small businesses in Hawaii and the rest of the nation are major job creators and tax payers. We are besieged by rising product costs, rising health care costs, rising insurance costs, rising taxes, rising utility and many other increases at a time when our customers are feeling considerable uncertainty and trying to find ways to reduce their spending. Is it too much to hope that our elected representatives would try to reduce the burdens on small businesses and encourage their prosperity?

Please vote no on SB 331 SD2 & HD1. Mahalo.

Sincerely,

Robert Miller
PO Box 487
Haleiwa, HI 96712

LATE

Dear Chair Luke & Committee Members,

I respectfully ask that you DO NOT pass the minimum wage increase bill.

Although the economy is slowly improving, my business has not fully recovered to the point where I can afford the additional increases. In fact, NO ONE in Hawaii can tell us what the negative effects of OBAMA Care will have on businesses here in 2014 and beyond. This bill + Obama Care will put Hawaii back into a Great Recession again!

We are in support of the intent to increase wages to \$8/hour for low wage earners but request a corresponding \$3/hour Tip Credit for employees who receive tips. This increase in the tip credit will enable full service restaurants to continue raising pay for non-tipped employees, primarily in the kitchen who rely on their wages as their means of support and thus creating more equity in wages.

Tipped employees who receive minimum wage will normally receive an additional \$10-\$20 per hour in tips bringing their hourly wage to over \$20 per hour and in many case over \$25 per hour. Conversely, our non-supervisory kitchen employees average \$8 to \$12 per hour.

The minimum wage increase WILL NOT increase our kitchen wages and in fact may actually lower them in the long run.

If we increase the wages of our tipped employees instead of employees in the non-tipped category it will be difficult to find additional monies to continue their wage increases. We also feel that an increase in minimum wages for tipped employees only will fuel inflationary increases in menu pricing and would make Hawaii less affordable for visitors and residents alike.

Remember that the wages must also add on payroll taxes (FICA, FUTA, SUI) worker's comp, TDI, etc.)

We feel SB331 will have the opposite effect of the intent of this bill.

PLEASE OPPOSE SB 331!

Sincerely,

LANE MURAOKA
2141 Pauoa Rd
Honolulu, HI 96813

LATE

Dear Chair Luke & Committee Members,

Although I understand the need to increase the minimum wage, I believe this is not the time to implement this bill.

The economy is slowly recovering, however businesses have not fully attained the level where they can afford additional costs of doing business.

Please do not pass SB 331. Thank you.

Sincerely,

Nadine Stollenmaier
430 N Kalaheo Ave Apt C
Kailua, HI 96734

LATE

Dear Chair Luke & Committee Members,

I respectfully ask that you do not pass the minimum wage increase bill this year.

Although the economy is slowly improving, my business has not fully recovered to the point where I can afford the additional increases.

Thank you for your consideration.

Sincerely,

Jason Suapaia
512 Iolani Ave Apt 301
Honolulu, HI 96813

LATE

Dear Chair Luke & Committee Members,

Please do not raise the minimum wage. Many businesses have not fully recovered and are still barely making ends meet. We are also dealing with 7-10% annual increases in prepaid health care for our employees that many of us pay 90% or more of the premium.

I respectfully ask that you hold the bill.

Mahalo.

Sincerely,

Joe Lazar
66-011 KAMEHAMEHA HWY
HALEIWA, HI 96712

LATE

Dear Chair Luke & Committee Members,

Although I understand the need to increase the minimum wage, I believe this is not the time to implement this bill.

The economy is slowly recovering, however businesses have not fully attained the level where they can afford additional costs of doing business. We have not added any new positions, holding off on any positions which can be deferred.

Please do not pass SB 331. Thank you.

Sincerely,

John Muaina
55-370 KAMEHAMEHA HWY
LAIE, HI 96762

LATE

Dear Chair Luke & Committee Members,

Please do not raise the minimum wage. Many businesses have not fully recovered and are still barely making ends meet. We are also dealing with 7-10% annual increases in prepaid health care for our employees that many of us pay 90% or more of the premium.

Aside from increasing the labor burden (increases wages, FICA, Medicare, SUTA, TDI, etc.) on employers at a bad time which may result in layoffs and cuts in hours, these increases are shown to hurt entry level jobs and minorities. These are the high school kids getting their first job. Young people have some of the highest unemployment. Think of the kids!!

I respectfully ask that you hold the bill.

Mahalo.

Sincerely,

Antya Miller
59-661 ALAPIO RD
HALEIWA, HI 96712

LATE

Dear Chair Luke & Committee Members,

Please do not raise the minimum wage. Many businesses have not fully recovered and are still barely making ends meet. We are also dealing with 7-10% annual increases in prepaid health care for our employees that many of us pay 90% or more of the premium.

I respectfully ask that you hold the bill.

Mahalo.

Sincerely,

Matthew Bittick
615 Paopua Loop
Kailua, HI 96734

LATE

Dear Chair Luke & Committee Members,

Although I understand the need to increase the minimum wage, I believe this is not the time to implement this bill. The automatic increases over several years will only fuel inflation as businesses must increase prices to keep up with wages. While the economy is slowly recovering, businesses have not fully attained the level where they can afford additional costs of doing business.

The effect of this bill would be indirect for our institution since we do not have anyone working for minimum wages. But we are concerned about those who do business with us. Please do not pass SB 331. Thank you.

Sincerely,

David Howle
40 Rose St
Wahiawa, HI 96786

LATE

Dear Chair Luke & Committee Members,

I respectfully ask that you pass the minimum wage increase bill this year. This slow stepping wage increase is needed to bring the working class out of years of no salary growth.

Although the economy is slowly improving, businesses are still working hard to recover. This is a smart way to go about wage disparity.

Thank you for your consideration.

Sincerely,

Kevin Kelly, Waialua
67-332 KAIEA PL
WAIALUA, HI 96791

LATE

Dear Chair Luke & Committee Members,

Please do not raise the minimum wage. Many businesses have not fully recovered and are still barely making ends meet. We are also dealing with 7-10% annual increases in prepaid health care for our employees that many of us pay 90% or more of the premium.

I respectfully ask that you hold the bill.

Mahalo.

Sincerely,

Gail Uejo
1303 Makani St
Hilo, HI 96720

LATE

Dear Chair Luke & Committee Members,

Please do not raise the minimum wage. Many businesses have not fully recovered and are still barely making ends meet. We are also dealing with 7-10% annual increases in prepaid health care for our employees that many of us pay 90% or more of the premium.

I respectfully ask that you hold the bill.

Mahalo.

Sincerely,

Larry W. Pang
167 Hanohano Pl
Honolulu, HI 96825

LATE

Dear Chair Luke & Committee Members,

Although I understand the need to increase the minimum wage, I believe this is not the time to implement this bill.

The economy is slowly recovering, however businesses have not fully attained the level where they can afford additional costs of doing business.

Please do not pass SB 331. Thank you.

Sincerely,

Stephanie Suzuki
40 Aulike St Ste 314
Kailua, HI 96734

LATE

Dear Chair Luke & Committee Members,

Please do not raise the minimum wage. Many businesses have not fully recovered and are still barely making ends meet. We are also dealing with 7-10% annual increases in prepaid health care for our employees that many of us pay 90% or more of the premium.

I respectfully ask that you hold the bill.

Mahalo.

Sincerely,

Randall Francisco
4268 Rice St Ste H
Lihue, HI 96766

LATE

SB331

Submitted on: 3/27/2013

Testimony for FIN on Mar 27, 2013 16:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
Mattson C. Davis	Individual	Support	No

Comments: We are in support of the intent to increase wages for low wage earners but request a corresponding Tip Credit for employees who receive tips. An increase in that tip credit will enable full service restaurants to continue raising pay for non-tipped employees, primarily in the kitchen who rely on their wages as their means of support and thus creating more equity in wages. Tipped employees who receive minimum wage will normally receive an additional \$8 - \$15 per hour in tips bringing their hourly wage to over \$15 per hour and in many case over \$20 per hour. Conversely, our non-supervisory kitchen employee average of \$10 to \$15 per hour. The minimum wage increase will not increase our kitchen wages and in fact may actually lower them in the long run. If we increase the wages of our tipped employees instead of employees in the non-tipped category it will be difficult to find additional monies to continue their wage increases. We also feel that an increase in minimum wages for tipped employees only will fuel inflationary increases in menu pricing and would make Hawaii less affordable for visitors and residents alike. We feel SB331 will have the opposite effect of the intent of this bill.

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.

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LATE

SB331

Submitted on: 3/27/2013

Testimony for FIN on Mar 27, 2013 16:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
John A. Nieto	Individual	Oppose	No

Comments: I beleive that raising minimum wage increases will have an adverse effect on our industry and a domino effect will also incurr. This will make doing business much harder and profits will be less for Companies to carry on with all the increase of food costs, energy and so forth. I oppose this action.

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LATE

SB331

Submitted on: 3/27/2013

Testimony for FIN on Mar 27, 2013 16:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
DEBRA FINKIEWICZ	Individual	Oppose	No

Comments: With business still being in the fragil stage, I feel that any mesure that would be costly will further hamper what we are all working to accomplish, mainly getting people who want to work back to work.

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.

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