
A BILL FOR AN ACT

RELATING TO SPECIAL MINIMUM WAGES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Section 387-9, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "§387-9 Special minimum wages for learners; apprentices;
4 full-time students; paroled wards of Hawaii youth correctional
5 facility; handicapped workers; first job training programs. (a)

6 Notwithstanding the provisions of section 387-2, the director
7 may by rule provide for the employment:

8 (1) Of learners, of apprentices, of part-time employees
9 who are full-time students attending public or private
10 schools other than colleges, universities, business
11 schools, or technical schools, and of wards paroled
12 from the Hawaii youth correctional facility, under
13 special certificates issued by the director, at such
14 wages lower than the applicable minimum wage and
15 subject to such limitations as to time, number,
16 proportion, and length of service as the director
17 shall prescribe; and



1 (2) Of individuals whose earning capacity is impaired by
2 old age or physical or mental deficiency or injury,
3 under special certificates issued by the director, at
4 such wages lower than the applicable minimum wage and
5 for such period as shall be fixed in the certificates.

6 (b) The director may by rule prescribe standards and
7 requirements to ensure that this section will not create a
8 substantial probability of reducing the full-time employment
9 opportunities of persons other than those to whom the special
10 minimum wage rate authorized by this section is applicable.

11 (c) The director shall approve first job training programs
12 that employ first time hires in businesses with twenty-five or
13 more employees that provide a program of job training and
14 education.

15 A first job training program shall operate for a period of
16 no less than six months and shall last no more than one year at
17 which time graduates of the program may be offered full-time
18 employment by their employer.

19 Participants shall receive evaluations of their performance
20 on a quarterly basis by the employer.



1 Notwithstanding the provisions of chapter 387-2,
2 participants in a first job training program may receive an
3 hourly wage of \$8.00 per hour; provided that the hourly wage is
4 not less than \$2.00 below the prevailing minimum wage."

5 SECTION 2. New statutory material is underscored.

6 SECTION 3. This Act shall take effect upon its approval.



Report Title:
Special Minimum Wages

Description:
Requires the Director of Labor and Industrial Relations to
approve First Job Training Programs. (HB2010 HD1)

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