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# 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 program.** (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 new and first time hires in businesses with twenty-  
13 five or more employees that provide a program of job training  
14 and education that will provide participants with a robust and  
15 well-rounded experience aimed at developing the following: a  
16 strong work ethic, positive attitude, good communication skills,  
17 time management abilities, problem-solving skills, the ability  
18 to function as a productive team member, self-confidence,  
19 constructive criticism, flexibility, adaptability, and the  
20 ability to work under pressure.



1        A first job training program shall run for a period of no  
2 less than six months and shall last no more than one year at  
3 which time graduates of the program will be offered full-time  
4 employment by their employer.

5        Participants shall receive evaluations of their performance  
6 on a quarterly basis.

7        Notwithstanding the provisions of chapter 387-2,  
8 participants in a first job training program may receive a wage  
9 of \$8.00 per hour; provided that the hourly wage of a  
10 participant shall not be less than \$2.00 below the prevailing  
11 minimum wage."

12        SECTION 2. New statutory material is underscored.

13        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 PROPOSED)

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

