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# A BILL FOR AN ACT

RELATING TO ENFORCEMENT OF WAGE LAWS.

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

1 SECTION 1. Section 104-24, Hawaii Revised Statutes, is amended  
2 by amending subsections (a) and (b) to read as follows:

3       "(a) Where the department finds that a first violation of  
4 this chapter has been committed, the department [~~shall~~] may  
5 assess a penalty equal to ten per cent of the amount of back  
6 wages found due [~~or \$25~~] and up to \$1,000 per offense [~~7~~  
7 ~~whichever is greater~~].

8       (b) Where the department finds that a second violation of  
9 this chapter has been committed, whether on the same contract or  
10 another, within two years of the first notification of  
11 violation, the department, after proper notice and opportunity  
12 for hearing, [~~shall~~] may order the person or firm in violation  
13 to pay a penalty equal to the amount of back wages found due [~~or~~  
14 ~~\$100~~] and up to \$10,000 for each offense [~~7~~ ~~whichever is~~  
15 ~~greater~~]."

16       SECTION 2. This Act does not affect rights and duties that  
17 matured, penalties that were incurred, and proceedings that were  
18 begun before its effective date.



1 SECTION 3. Statutory material to be repealed is bracketed  
2 and stricken. New statutory material is underscored.

3 SECTION 4. This Act shall take effect on July 1, 2030.

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**Report Title:**

Wages and Hours Enforcement; Penalties; Public Works; Government Contracts

**Description:**

Requires government contractors who violate wages and hours laws to pay a penalty that is equal to ten per cent of the amount of back wages due and up to \$1,000, per first offense; and a penalty equal to the amount of back wages found due and up to \$10,000, per the second offense. Effective July 1, 2030. (SD1)

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

