

Honolulu, Hawaii

February 3, 2016

RE: H.B. No. 953

H.D. 1

Honorable Joseph M. Souki
Speaker, House of Representatives
Twenty-Eighth State Legislature
Regular Session of 2016
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred H.B. No. 953 entitled:

"A BILL FOR AN ACT RELATING TO WAGE AND HOUR LAW,"

begs leave to report as follows:

The purpose of this measure is to increase the amount of guaranteed monthly compensation required to exempt certain salaried workers from the State's Wage and Hour Law.

The Department of Labor and Industrial Relations and an individual testified in support of this measure. Hawaii Food Industry Association and Chamber of Commerce Hawaii testified in opposition. Society for Human Resource Management Hawaii Chapter provided comments.

Your Committee has amended this measure by:

- (1) Replacing the formula used to calculate the minimum exempt salary with a flat rate of \$2,400, which represents a \$400 per month increase over the current statutory minimum; and
- (2) Changing its effective date to January 1, 2021, to facilitate further discussion.



As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 953, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 953, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Public
Employment,



MARK M. NAKASHIMA, Chair



