



**SB2313 SD2**  
**RELATING TO EQUAL PAY**

House Committee on Labor & Public Employment

March 15, 2016

10:30 a.m.

Room 309

The Office of Hawaiian Affairs (OHA) **SUPPORTS** SB2313 SD2, which strengthens important civil rights statutes relating to sex discrimination in pay, and includes important pay disclosure protections that allow employees to discuss their wages without reprisal. This bill aligns with OHA's strategic priority of improving the economic self-sufficiency of Native Hawaiians.

This legislation strengthens our civil rights enforcement statutes, and may help to combat systemic discrimination and implicit biases that can be at the root of economic disparities. OHA data shows extreme disparities in income for Native Hawaiians, and particularly for Native Hawaiian women, suggesting that gender and race discrimination in pay may significantly impact the Native Hawaiian community. For example, despite participating in the labor force at higher rates than the statewide population, Native Hawaiians earn substantially less than the state average income.<sup>1</sup> Meanwhile, a greater percentage of Native Hawaiian women have bachelor's degrees or higher educational qualifications compared to Native Hawaiian men,<sup>2</sup> and a greater percentage of employed Native Hawaiian women are in management and other typically higher-paying occupations compared to employed Native Hawaiian men;<sup>3</sup> however, Native Hawaiian women workers' median income is only 85.44% of their Native Hawaiian male counterparts. Notably, Native Hawaiian women workers also earn only 88.95% of the median income of total state female workers and 75.36% of the median income of total state male workers. These disparities are even more pronounced for single mothers, with Native Hawaiian single mothers earning only 60.5% of the median income for Native Hawaiian single fathers, and 76% of the median income for all single mothers in the state.<sup>4</sup>

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<sup>1</sup> See OFFICE OF HAWAIIAN AFFAIRS, INCOME INEQUALITY AND NATIVE HAWAIIAN COMMUNITIES IN THE WAKE OF THE GREAT RECESSION: 2005 TO 2013 (2014) <http://www.oha.org/wp-content/uploads/2014/05/Income-Inequality-and-Native-Hawaiian-Communities-in-the-Wake-of-the-Great-Recession-2005-2013.pdf>.

<sup>2</sup> 17.9% of Native Hawaiian women have bachelor's degrees compared to 15.0% of Native Hawaiian men. See 2014 American Community Survey, 1 Year Table SO201.

<sup>3</sup> 31.5% of Native Hawaiian women are employed in management, business, science, and arts occupations compared to 18.8% of Native Hawaiian men. See *Id.*

<sup>4</sup> In 2014, Native Hawaiian single mother's median income was \$37,649 or 60.45% of Native Hawaiian single fathers income of \$62,277, and 76% of single mothers' median income statewide of \$49,797. See *Id.*

SB2313 SD2 may help to alleviate the economic disparities resulting from implicit biases and systemic discrimination in the workplace. The specific provisions regarding sex discrimination will provide civil rights enforcement agencies with the ability to more adequately ensure employees are paid equally, regardless of gender. Moreover, the pay disclosure protections may also help to address both sex and racial discrimination, by allowing employees to evaluate their wages in comparison to their peers.

Accordingly, OHA urges the Committee to **PASS** SB2313 SD2. Mahalo nui for the opportunity to testify on this important measure.



# HAWAI‘I CIVIL RIGHTS COMMISSION

830 PUNCHBOWL STREET, ROOM 411 HONOLULU, HI 96813 · PHONE: 586-8636 FAX: 586-8655 TDD: 568-8692

March 15, 2016  
Rm. 309, 10:30 a.m.

To: The Honorable Mark M. Nakashima, Chair  
The Honorable Jarrett Keohokalole, Vice-Chair  
Members of the House Committee on Labor & Public Employment

From: Linda Hamilton Krieger, Chair  
and Commissioners of the Hawai‘i Civil Rights Commission

Re: S.B. No. 2313, S.D.2

The Hawai‘i Civil Rights Commission (HCRC) has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment, housing, public accommodations, and access to state and state funded services. The HCRC carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5.

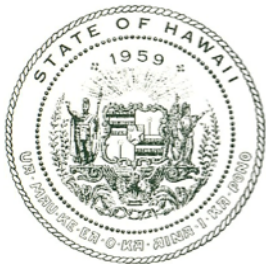
**The HCRC strongly supports S.B. No. 2313, S.D.2, which amends our state equal pay law, HRS § 378-2.3. The bill would amend the statute by adding a new subsection § 368-2.3(b), to provide that an employer may not prohibit an employee from disclosing wages, or discussing, inquiring, aiding or encouraging any other employee from doing so. This amendment to the statute is a critically important substantive enhancement to our state equal pay law.**

S.D. 2 amends HRS §368-2.3 to clarify and narrowly tailor the exceptions to the statute’s equal pay protections. **The HCRC strongly recommends that the term “bona fide occupational qualification” (BFOQ) be deleted from the proposed paragraph 368-2.3(a)(4), because it is an inappropriate and incorrect use of that term.** “BFOQ” has a specific legal meaning that does not apply in the unequal pay context. An employer can establish a BFOQ which would allow the exclusion of applicants because of their sex, race, etc. A BFOQ is a very narrow exception that allows for discrimination on a protected basis. An often cited example of a BFOQ is the consideration of sex or race in casting for film roles for the purpose of authenticity. Conceptually, there is no place for a BFOQ in an equal pay analysis.

The HCRC previously submitted language, some, but not all, of which was incorporated in S.D. 1, and kept in S.D.2. HCRC suggests that “occupational qualification” be changed to “factor,” to clarify that factors can legitimately be considered by an employer, but that a determination has not yet been made as to whether the factor is accepted pursuant to law.

The HCRC strongly supports this bill, and an end to pay disparity between men and women who do similar work. Equal pay for equal work will benefit families, and children, as well as women employees.

HAWAII  
STATE  
COMMISSION  
ON THE  
STATUS  
OF  
WOMEN



Chair  
LESLIE WILKINS

COMMISSIONERS:

SHERRY CAMPAGNA  
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JUDY KERN  
MARILYN LEE  
AMY MONK  
LISA ELLEN SMITH

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Catherine Betts, JD

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FAX: 808-586-5756

March 13, 2016

To: Representative Mark Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair  
Members of the House Committee on Labor and Public Employment

From: Cathy Betts, Executive Director  
Hawaii State Commission on the Status of Women

Re: Testimony in Support, SB 2313, SD2, Relating to Equal Pay

Thank you for this opportunity to provide testimony in support of SB 2313, SD2, which would amend Hawaii's equal pay statute, HRS 378-2.3, thereby strengthening equal pay protection for women and providing further guidance to employers and employees.

Currently, the wage gap for Hawaii's women is at a standstill, with women making roughly 86 cents for every dollar paid to a man for substantially similar work. Throughout the past 30 years, the wage gap has stagnated. At the current rate, the wage gap will not close in Hawaii until 2058.

40% of American families depend on a woman as both the primary caregiver and the primary or sole breadwinner. Families largely depend on women's wages to be economically self sufficient, which makes the stagnated wage gap a real and tangible daily problem for working families everywhere, including Hawaii. Women in Hawaii who are employed full time lose a combined total of more than *1.4 billion dollars* annually due to the wage gap.<sup>i</sup> This wage gap exists regardless of industry, occupational choice or educational level, and it is felt the moment a woman receives her first job, whether out of high school, college, graduate school, etc.<sup>ii iii iv</sup> Further, the wage gap affects single native Hawaiian women more negatively than any other ethnic group.

Pay inequity is largely linked to poverty. If women's hourly earnings rose to the level of similarly qualified men, poverty rates among working families would be reduced by 50%. This is a real problem with real effects on women and families, and in turn, the economy. Our equal pay statute has not been litigated, so there is very little guidance for employers or employees on what constitutes compensation discrimination, or the remedies an employee may have under the law. By revising the language in HRS 378-2.3, we have an opportunity to hasten the closing of the wage gap, thereby benefiting all women and families in Hawaii. Allowing employees to speak freely about their pay in the workplace has been a proven method to closing the wage gap in the workplace.

Thank you for allowing the Commission to submit written testimony in strong support of SB 2313, SD2.

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<sup>i</sup> U.S. Census Bureau. (2015). American Community Survey 1-Year Estimates 2014, Geographies: All States within United States the Past 12 Months by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months. Available at:

[http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_14\\_1YR\\_B20017&prodType=table](http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_1YR_B20017&prodType=table)

<sup>ii</sup> U.S. Census Bureau. (2015). American Community Survey 1-Year Estimates 2014, Table S2404: Industry by Sex and Median Earnings in the Past 12 Months for the Full-Time,

Year-Round Civilian Employed Population 16 Years and Over. Retrieved 17 September 2015, from

[http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_14\\_1YR\\_S2404&prodType=table](http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_1YR_S2404&prodType=table)

<sup>iii</sup> U.S. Census Bureau. (2015). Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-06: Occupation of Longest Job in 2014--People 15 Years and

Over, by Total Money Earnings in 2014, Work Experience in 2014, Race, Hispanic Origin, and Sex. Retrieved 17 September 2015, from

[http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc06\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc06_000.htm)

<sup>iv</sup> U.S. Census Bureau (2015). Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-03. Educational Attainment--People 25 Years Old and Over,

by Total Money Earnings in 2014, Work Experience in 2014, Age, Race, Hispanic Origin, and Sex. Retrieved 17 September 2015, from

[http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03_000.htm)



March 15, 2016

To: Representative Mark Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair and  
Members of the Committee on Labor and Public Employment

From: Jeanne Y. Ohta, Co-Chair

RE: SB 2313 SD2 Relating to Equal Pay  
Hearing: Tuesday, March 15, 2016, 10:30 a.m., Room 309

**POSITION: STRONG SUPPORT**

The Hawai'i State Democratic Women's Caucus writes in strong support of SB 2313 SD2 Relating to Equal Pay; noting that SD2 enhances protection from historical pay bias by preventing employers from screening employees based on pay history and basing employees' pay on wage or salary history by preventing them from asking for such history.

The fact that the pay gap between men and women has been stagnant and has not continued narrowing, necessitates more effort in ensuring the concept of equal pay for equal work. California passed the Fair Pay Act, improving their equal pay statute last year. In addition, approximately 24 states are considering updating their statutes this year. HSDWC notes that the California Fair Pay Act had bi-partisan support and was also supported by the California Chamber of Commerce.

This measure improves our current equal pay statute. It ensures that employees performing substantially similar work are paid equally; in addition, it prevents employers from retaliating against any employee who discusses her pay with others; because if employees cannot discuss their salaries, they cannot learn that they are being paid less.

The Hawai'i State Democratic Women's Caucus is a catalyst for progressive, social, economic, and political change through action on critical issues facing Hawaii's women and girls. It is because of this mission that we respectfully request that the committee pass this bill.



**Testimony to the House Committee on Labor & Public Employment  
Tuesday, March 15, 2016 at 10:30 A.M.  
Conference Room 309, State Capitol**

**RE: SENATE BILL 2313 SD2 RELATING TO EQUAL PAY**

Chair Nakashima, Vice Chair Keohokalole, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **opposes** SB 2313 SD2, which clarifies affirmative defenses that an employer may use in a pay differential case and prohibits employer actions regarding wage disclosure. Also prohibits an employer from discriminating between employees because of sex by paying wages to employees at a rate less than the rate at which the employer pays wages to employees of the opposite sex for substantially similar work and under similar working conditions, with certain exceptions. Further prohibits prospective employers from requesting or considering a job applicant's wage or salary history as part of the employment application process.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 1,000 businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

Not the Whole Picture

We support the equal pay in the workplace. However, like many difficult issues there is complexity. Supporters of this legislation often cite statistics that say that on average, women earn 77 cents on the dollar as compared to men. This often leads to the assumption that there must be wide spread wage discrimination by employers. However, this does not tell the whole picture or provide details on what is happening in the workplace. The 2009 report (see, U.S. Department of Labor, Consad Research Corporation, An Analysis of Reasons for the Disparity in Wages Between Men and Women) prepared for the U.S. Department of Labor, provides some insight into the factors that include the fact that a larger percentage of women work in part-time jobs, a larger percentage of women leave the work force at some point for family responsibilities to name a few.

Another telling report comes from Pew Research. Below are some of other parts of the story.

- The BLS study looks at weekly earnings and not hourly earnings which leads to a larger gap, especially since women are twice as likely as men to work part time.
- The BLS study restricts the estimate to full time workers which leaves out a significant share of workers, both men and women. Also men report working longer



# Chamber of Commerce HAWAII

*The Voice of Business*

- hours – 26% of full time men say they work more than 40 hours per week compared to 14% of women.
- Occupation, negotiation of wages and tradeoffs of compensation for other amenities such as flexible work hours are other attributes for the wage differential.
  - For young women, the pay gap is smaller at 93%.
  - The presence of discrimination is more difficult to quantify.

## Existing Law

It is already against the law for an employer to discriminate in setting employee wages based on gender. At the state level we have the Equal Pay Law, which clearly states that no employer shall discriminate based on gender when setting wages. At the federal level, the Equal Pay Act says that employers must pay equal wages to women and men in the same establishment for performing substantially equal work.

In 2009, Congress passed the Lilly Ledbetter Fair Pay Act, which extended the statute of limitations for filing an equal pay lawsuit. We believe these laws already cover the issue of gender wage discrimination.

## No Due Process for Employers

We disagree and oppose the presumption that the employer is guilty of wage discrimination, and puts the burden of proof on them to prove their innocence. The bill amends Hawaii's Equal Pay Law to limit three allowable "bona fide" factors for wage differentials to a seniority system, a merit system, and an occupational qualification. This ties the hands of the employers in any legal flexibility in compensation.

This section could create many frivolous lawsuits against employers. Lawsuits (threatened or filed) have a substantial impact on small business owners. We have heard story after story of small business owners spending countless hours and sometimes significant sums of money to settle, defend, or work to prevent a lawsuit.

## Sharing of Wage Information

While federal law protects certain sharing of wage information, the bill goes much farther than present federal law. This is unfair to employers as it could allow competitors to learn what a company is paying their employees. Compensation is proprietary information and critical to the success of a company. We also believe that this section could lead to morale problems in the workplace.

## Other Reasons

In closing, we support the principle of equal pay, however we believe this legislation would ultimately impose enormous burdens and risks on employers; devalue important factors in establishing wages, such as training, experience, education, and skill; and expand litigation opportunities. If the concern is truly prohibiting discriminations then we believe enforcement should be the focus and not a change in the law. Lastly, it could tie the hands of employers in offering other benefits that employees may value for their own individual situation.





Chamber *of* Commerce HAWAII  
*The Voice of Business*

Please defer this bill.

Thank you for the opportunity to testify.

## LABtestimony

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From: mailinglist@capitol.hawaii.gov  
Sent: Friday, March 11, 2016 3:34 PM  
To: LABtestimony  
Cc: laurie.field@ppvnh.org  
Subject: \*Submitted testimony for SB2313 on Mar 15, 2016 10:30AM\*

### **SB2313**

Submitted on: 3/11/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Laurie Field	Planned Parenthood Votes Northwest and Hawaii	Support	No

#### Comments:

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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March 15, 2016

Representative Mark Nakashima, Chair  
House Committee on Labor & Public Employment

**Re: S.B. 2313, S.D.2 Relating to Equal Pay**

**Hearing: Tuesday, March 15, 2016, 10:30 a.m.**

Dear Chair Nakashima and Members of the Committee on Labor & Public Employment:

Hawaii Women Lawyers submits testimony in **strong support** of S.B.2313, S.D.2, which clarifies affirmative defenses that an employer may use in a pay differential case, prohibits employer actions regarding wage disclosure, and prohibits employers from discriminating between employees because of sex by paying wages to employees at a rate less than the rate at which the employer pays wages to employees of the opposite sex for substantially similar work and under similar working conditions.

The mission of Hawaii Women Lawyers is to improve the lives and careers of women in all aspects of the legal profession, influence the future of the legal profession, and enhance the status of women and promote equal opportunities for all.

The current pay gap between men and women impacts women and families at all income levels, regardless of occupation or education level. Women currently make approximately 86 cents for every dollar paid to a man for substantially similar work. Moreover, the wage gap contributes to the higher statewide poverty rate among women.

Although a pay gap exists, the ability to make a claim against an employer for wage discrimination is difficult because these claims are exceedingly difficult to prove in the workplace.

This measure improves Hawaii's existing equal pay statute by, among other things, ensuring that employees performing "substantially similar work" (rather than the "same work") are paid equally, ensuring that employers apply job qualifications without discrimination, and prohibiting retaliation or discrimination against employees who discuss their own or co-workers' wages for the purpose of exercising rights under the law.

This measure will strengthen existing Hawaii law on equal pay by ensuring that women are treated fairly and equally in the workplace.

We respectfully request that the Committee pass S.B. 2318, S.D.2 in its current form. Thank you for the opportunity to submit testimony on this measure.

LABtestimony

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From: mailinglist@capitol.hawaii.gov  
Sent: Sunday, March 13, 2016 9:18 PM  
To: LABtestimony  
Cc: shay.chanhodges@gmail.com  
Subject: \*Submitted testimony for SB2313 on Mar 15, 2016 10:30AM\*

**SB2313**

Submitted on: 3/13/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Shay Chan Hodges	Individual	Support	No

Comments:

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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Testimony to the House Labor Committee  
March 15, 2016 at 10:30 a.m.  
State Capitol - Conference Room 309

RE: SB 2313, SD2 Relating to Equal Pay

Aloha members of the committee:

I am John Knorek, the Legislative Committee chair for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii.

We are writing to respectfully oppose SB 2313, SD2. This bill amends the provisions for equal pay and sex discrimination for substantially similar work. It prohibits employer actions regarding wage disclosure and applicant wage histories and requires that employer advertisements include minimum rate of pay.

Most significantly, we believe that it will undermine use of reasonable factors in establishing wages, such as training, education and skill – and that utilizing these factors to determine pay is beneficial to employees and employers. In addition, this measure would pose substantial implementation challenges and administrative burden.

Human resource professionals are keenly attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses’ most valuable asset: human capital. We truly have our employers’ and employees’ interests at heart. We will continue to review this bill and, if it advances, request to be a part of the dialogue concerning it.

Thank you for the opportunity to testify.





**Before the House Committee on Labor**

DATE: March 15, 2016  
TIME: 10:30 a.m.  
PLACE: Conference Room 309

**Re: SB 2313, SD 2, Relating to Equal Pay**

Testimony of Melissa Pavlicek for NFIB Hawaii

Aloha Chair Nakashima, Vice Chair Keohokalole, and members of the Committee:

We are testifying on behalf of the National Federation of Independent Business (NFIB) to respectfully **oppose** this measure. NFIB and our members support equal pay in that we agree with the principle that an equal day's work deserves an equal day's pay. We mahalo the Senate Judiciary and Labor Committee which previously heard and amended this measure, inserting language pertaining to the quantity or quality of production – albeit as an affirmative defense rather than a permissible exception – in the bill. We remain, however, unable to support SB 2313 in its current form, shifting too far the burden on employers to prove a negative -- that they didn't violate the law.

It is already against the law for an employer to discriminate in setting employee wages based on gender. At the state level we have the Equal Pay Law, which clearly states that no employer shall discriminate based on gender when setting wages. At the federal level, The Equal Pay Act says that employers must pay equal wages to women and men in the same establishment for performing substantially equal work.

Additional protections are afforded under Title VII of the Civil Rights Act, which prohibits employers with at least 15 employees from discriminating against their employees based on a variety of factors, including gender. In 2009, Congress passed the Lilly Ledbetter Fair Pay Act, which extended the statute of limitations for filing an equal pay lawsuit. We believe these laws already cover the issue of gender wage discrimination.

In closing, while we agree with the principle of equal pay, we believe this legislation would ultimately impose burdens and risks on employers and expand litigation opportunities for plaintiffs. Please defer this bill.



Hawaii Automobile Dealers Association

Bill van den Hurk, President  
Dave Rolf, Executive Director

**LATE**

**HADA Testimony  
With GRAVE CONCERNS and STRONG OPPOSITION  
of SB 2313 SD2**

**RELATING TO EQUAL PAY**

Presented to the House Committee on Labor & Public Employment  
at the public hearing 10:30 a.m. Tuesday, March 15, 2016  
in conference room 309, Hawaii State Capitol

Chair Nakashima, Vice Chair Keohokalole and members of the committee:

**The Hawaii Automobile Dealers Association, on behalf of the 68 new-car and truck dealers in the State of Hawaii, who employ 4,215 men and women across the state and who account for almost 15% of the state's retail economy, respectfully submits testimony with GRAVE CONCERNS and in STRONG OPPOSITION, to SB2313 SD2 Relating to Equal Pay.**

This bill has the distinction of seeking to eliminate the long-standing Hawaii statute language that provides rights for men and women employees to receive equal pay for equal work.

Shockingly, in the testimony provided by proponents of the bill there were no examples provided, in which men and women employees did not receive equal pay for equal work.

**Language proposed in this bill would encourage contentious lawsuits**

Testimony by proponents noted that the current statute language "equal pay for equal work" has not been litigated in Hawaii. The language proposed, however, requiring equal pay for "substantially similar work," would encourage litigation.

If an attorney were able to win in court, or obtain a settlement from an employer, by taking the position that a male employee's work requirement at .6 is "substantially similar" to a female employee's 1, or visa versa, then  $1 + .6 = 2$ , instead of  $1 + 1 = 2$ .

**Proposed language obfuscates**

The current language "equal pay for equal work" has clarity; the proposed language lacks that clarity.



## **HADA's grave concerns center around this bill's "opposite effect."**

Our association's gravest concern about this bill is that increased litigation will have the effect of lessening opportunities for women, especially in top level positions.

### **The bill proposes to make it more difficult for employers**

In California, which has enacted a law using language like the bill here proposed, commentators noted that "The biggest takeaways are that it (such a law) creates a new cause of action, eases the burden on employees to establish a prima facie case, and makes it more difficult for an employer to demonstrate that wage differences are justified."

**In fact, the U.S. Equal Employment Opportunity Commission uses the term "equal pay for equal work." (see below statement from the EEOC's website)**

## **Equal Pay Act**

The Equal Pay Act requires that men and women be given equal pay for equal work in the same establishment.

A subsequent reference on the EEOC's website refers to "substantially equal," as a term describing work comparisons. This federal language however may still provide much latitude for interpretation and subsequent litigation, and that remains very problematic.

**From front to back, this bill is about litigation, not Equal Pay for Equal Work. Since no examples have been given to show a problem in Hawaii, it seems this bill seeks to cause one.**

**The members of the Hawaii Automobile Dealers Association respectfully request that SB2313 SD2 be deferred.**

Respectfully submitted,  
David H. Rolf  
Hawaii Automobile Dealers Association  
1100 Alakea St. Suite 2601  
Honolulu, Hawaii 96813  
Tel: 808 593-0031  
Cel: 808 223-6015  
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Website: [www.hawaiiautodealer.com](http://www.hawaiiautodealer.com)





**LATE**

March 14, 2016

To: Hawaii State House Committee on Labor & Public Employment  
Hearing Date/Time: Tuesday, March 15, 2016 (10:30 a.m.)  
Place: Hawaii State Capitol, Rm. 309  
Re: Testimony of American Association of University Women –  
Hawaii in support of S.B. 2313 S.D. 2, Relating to Equal Pay

Dear Representative Mark M. Nakashima (Chair), and Representative Jarrett Keohokalole (Vice Chair), and Members of the Committee,

I am grateful for this opportunity to testify in **strong support of S.B. 2313 S.D. 2**, which directly confronts the gender equity issue in employment wages. My testimony is on behalf of the 442 members of the American Association of University Women (AAUW) in Hawaii, who list equal pay as an important current concern. “More than 50 years after passage of the Equal Pay Act of 1963, it’s clear the pay gap is unlikely to go away on its own. That’s why the American Association of University Women and its more than 170,000 members and supporters are leading a nationwide campaign to close the pay gap and end pay discrimination” (<http://www.aauw.org/files/2014/09/Hawaii-Pay-Gap-2014.pdf>). It is absolutely ridiculous that in 2016, we are still dealing with the issue of women taking home smaller salaries than their male counterparts while working in substantially similar employment.

Given that women make up half the population in Hawaii, and are the majority providers in many single-parent homes, surely they deserve to make salaries equitable to those of men? Approximately 56,000 Hawaiian households survive on women’s wages, and 19% of these families are struggling with incomes below the poverty level. Increasing women’s incomes to the levels enjoyed by men would mean that each working woman in Hawaii would have sufficient money for 48 more weeks of food for her family.

In conclusion, passage of S.B. 2313 S.D. 2 is an important step toward more equitable wages for women. This bill contains a number of important fixes, which together have the potential to make a major improvement in women’s lives.

Thank you for the opportunity to testify.

Sincerely  
Susan J. Wurtzburg, Ph.D.  
Policy Chair



From: mailinglist@capitol.hawaii.gov  
Sent: Monday, March 14, 2016 3:28 PM  
To: LABtestimony  
Cc: annsfreed@gmail.com  
Subject: Submitted testimony for SB2313 on Mar 15, 2016 10:30AM

**SB2313**

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Ann S Freed	Hawaii Women's Coalition	Support	No

Comments: Aloha Chair Nakashima, Vice Chair Keohokalole and members, As in previous testimony we are in strong support of this measures to address pay inequity. After 30 years women in Hawaii are still being paid less than men (86 cents on the dollar) for doing the same job. It's well into the 21st Century. Isn't it time? Mahalo, Ann S. Freed, Co-Chair, Hawaii Women's Coalition

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**

From: mailinglist@capitol.hawaii.gov  
Sent: Monday, March 14, 2016 7:39 PM  
To: LABtestimony  
Cc: clee@ywcaoahu.org  
Subject: \*Submitted testimony for SB2313 on Mar 15, 2016 10:30AM\*

**SB2313**

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Noriko Namiki	YWCA Oahu	Support	No

Comments:

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