



**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321

HONOLULU, HAWAII 96813

[www.labor.hawaii.gov](http://www.labor.hawaii.gov)

Phone: (808) 586-8844 / Fax: (808) 586-9099

Email: [dlir.director@hawaii.gov](mailto:dlir.director@hawaii.gov)

April 3, 2018

To: The Honorable Donovan M. Dela Cruz, Chair,  
The Honorable Gilbert S.C. Keith-Agaran, Vice-Chair, and  
Members of the Senate Committee on Ways and Means

Date: Tuesday, April 3, 2018

Time: 10:00 a.m.

Place: Conference Room 211, State Capitol

From: Leonard Hoshijo, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: H.B. 1627 H.D.1, S.D. 1 RELATING TO THE MINIMUM WAGE**

**I. OVERVIEW OF PROPOSED LEGISLATION**

This proposal amends section 387-9, Hawaii Revised Statutes (HRS), by repealing the provision to allow sub-minimum wage for working individuals whose earning capacity is impaired by old age or physical or mental deficiency or injury. Requires an annual report from DLIR to legislature relating to employment opportunities of individuals working at a subminimum wage prior to the effective date and efforts by the DLIR to increase employment opportunities. Appropriates funds for an additional FTE for the Wage Standards Division to assist in enforcement of the law.

DLIR provides comments on this measure.

**II. CURRENT LAW**

Section 387-9, HRS, allows for a sub-minimum wage to be paid to learners, apprentices and full-time students working part-time at their school or persons impaired by old age or physical or mental deficiency. This includes persons with intellectual disabilities working at sheltered workshops under special certificates issued by the Director at wages lower than the minimum wage for a period stated in the special certificates. Generally, a special certificate is valid for one year and a renewal application is filed annually. The process is authorized by administrative rules first passed in 1959: [http://labor.hawaii.gov/wsd/files/2016/02/HAR-12-20-61-to-80\\_3-Handicapped-Clients-in-Sheltered-Workshops-Internet-rev01-15.pdf](http://labor.hawaii.gov/wsd/files/2016/02/HAR-12-20-61-to-80_3-Handicapped-Clients-in-Sheltered-Workshops-Internet-rev01-15.pdf)

The federal government has similar provisions under the Fair Labor Standards Act (FLSA)<sup>1</sup>. For a list of sheltered workshops issued by the United States Department of Labor see: <https://www.dol.gov/whd/specialemloyment/CRPlist.htm>

### **III. COMMENTS ON THE HOUSE BILL**

Currently, there are eight sheltered workshops statewide with an active special certificate permitting the payment of wages lower than the statutory minimum wage to clients with intellectual disabilities. These sheltered workshops collectively employ approximately 75 individuals.

Prior to issuing a special certificate to the sheltered workshop, DLIR reviews the employer's time records, payroll records, and time study information to determine whether the employer is complying with wage laws and certifying the proposed wages are commensurate with that person's productivity. Generally, a special certificate is valid for one year and a renewal application is filed annually. The process is authorized by administrative rules first passed in 1959.

---

<sup>1</sup> <https://www.dol.gov/whd/specialemployment/index.htm>



**STATE OF HAWAII**  
STATE COUNCIL  
ON DEVELOPMENTAL DISABILITIES  
1010 RICHARDS STREET, Room 122  
HONOLULU, HAWAII 96813  
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543

April 3, 2018

The Honorable Senator Donovan Dela Cruz, Chair  
Senate Committee on Ways and Means  
Twenty-Ninth Legislature  
State Capitol  
State of Hawai'i  
Honolulu, Hawai'i 96813

Dear Senator Dela Cruz and Members of the Committee:

**SUBJECT: HB 1627 HD1 SD1- Relating to the Minimum Wage**

The State Council on Developmental Disabilities **supports HB 1627 HD1 SD1**. This measure repeals the exemption of persons with disabilities from minimum wage requirements. Requires the department of labor and industrial relations to submit annual reports to the legislature.

We appreciate the support of the legislature in recognizing that individuals with intellectual and developmental disabilities (IDD) can be employed in the community with competitive wages.

The passing of the measure will assist the State Council on Developmental Disabilities with their committed to increase competitive employment for individuals with IDD by;

- Fading out sub-minimum wage jobs.
- Collaborate by providing training and technical assistance for service providers to expand and improve supported employment, customized employment, and services that will enhance opportunities for integrated employment consistent with best emerging practices.
- Support the DOH Developmental Disabilities Division to fully implement the Medicaid Home and Community-Based Services (HCBS) waiver program and State Medicaid plan Section 1915(i) option to promote competitive integrated employment.

The State Council on Developmental Disabilities understands that there are nearly 75 individuals with IDD being paid sub-minimum wage jobs today. The Council will follow the reports submitted to the legislature from the Department of Labor and Industrial relations to identify these individuals and work closely with supportive agencies to assist these 75 individuals with finding competitive employment.

Thank you for the opportunity to submit testimony **supporting HB1627 HD1 SD1**.

Sincerely,

Daintry Bartoldus  
Executive Administrator



*Live the life you want.*

**SUPPORT House Bill 1627, House Draft 1, Senate Draft 1  
PLEASE PASS UNAMENDED**

Tuesday, April 03, 2018  
10:00 AM  
Conference Room 211  
Hawaii State Capitol

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

To Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee:

Mahalo for taking the time to consider this bill, which addresses one of the most pressing civil rights issues of today in Hawaii. In our state, people with disabilities do not currently receive the protection of minimum wage laws, and we respectfully request that exemptions allowing employers to pay us subminimum wages be eliminated. We are asking for equal protection.

Employers who exploit people with disabilities by paying them subminimum wages will argue that their employees are simply not productive enough to be worthy of the minimum wage. They assume that workers with disabilities are inherently less productive; as a result, everything that happens thereafter is contaminated by low expectations and follows a self-fulfilling prophecy.

In a sheltered workshop, people with disabilities are essentially guaranteed employment, but they are not guaranteed minimum wage. It is supposed to be training, but people almost never transition out of subminimum-wage work environments. Federal reports demonstrate that, out of all the employees who begin working in these work environments, only 5 percent of them ever reach the point of earning a minimum wage. This 95 percent failure rate is frequently blamed on the employees' disabilities, but properly trained rehabilitation professionals know that it is a product of low expectations and lack of proper interventions.

These sweatshops claim that they pay people according to productivity, but they do not. Sheltered workshop wages are forecasted by a speed test every six months. The productivity assessment is forward-looking rather than backward-looking. In a job where people are truly paid according to productivity, their pay for a given day is based on how productive they were that day, not on an arbitrary speed test that was performed six months beforehand.

When we put people in subminimum-wage sheltered workshops, their productivity is assessed without regard to their individual talents. At best, their productivity is only assessed in the context of the work that the sheltered workshop has pre-selected as 'appropriate for people with disabilities.' For example, if a sheltered workshop does not employ computer programmers, they have little incentive to assess the employee for his or her ability to be a computer programmer. This practice prevents people from reaching their real potential. Their productivity is a function of the suffocating environment known as the subminimum-wage sheltered workshop.

The sheltered workshop system takes people and systematically tells them that they're not as good as the rest of the workforce. The workshops claim that they are focused on the individual, but civil rights must apply to all individuals. Some of the sweatshops argue that the jobs are not primarily for pay, that they are primarily for fulfillment and feelings of importance in the world. It is not difficult in one of these sweatshops to keep people believing that they are not good enough to reach for competitive jobs, as they do not prepare them to function in a competitive job setting.

These tax-exempt non-profits collect charitable donations, and they advertise themselves as doing charitable work; however, they are not required to do right by their employees. They can eat up government contracts and grants while disability benefits pay the employees' real costs of living. This allows the employees to stay on disability benefits for the rest of their lives while the sweatshops do not have to pay real wages. There is no incentive to innovate and compete. They say they're market-driven and that they must increase their bottom line in order to be around for the next day, but they are not innovating. The sweatshops for the disabled have no incentive to pay their workers a minimum wage, and they have no incentive to make their workers more productive. They profit immensely from keeping workers unproductive, and they have financial incentives to keep them earning subminimum wages. Edward Lazear, a Stanford economist and the father of personnel economics, teaches us that, in order to be most effective, a productivity incentive must be given to the highest levels of management because management creates the environment where productivity happens. These sweatshops demonstrate exactly why he is right.

Nobody is going to be thrown out on the street because this bill passes unless it is a political stunt by the sweatshops to attempt to protect their exploitation interests on the mainland. If people with disabilities want a day program where they can go enjoy themselves, those already exist. If a person wants to go to a sheltered workshop and volunteer, they have every ability to do that. If a person with a disability wants to do an internship with or without a stipend, they can still do that. If a person is going to work for pay, that person should be paid without regard to his or her disability.

Hawaii is an Employment First State. In 2016, the Employment First State Leadership Mentor Program offered this Vision Statement:

*“Through Employment First partnerships, people with disabilities shall have access to competitive integrated employment. Moreover, employment in the community is the first service option for individuals with disabilities.”*

The following state leaders signed the Employment First State Leadership Mentor Program:

- Allicyn C.H. Tasaka, Executive Director, Workforce Development Council
- Linda Chu Takayama, Director, Department of Labor and Industrial Relations

**National Federation of the Blind of Hawaii**

**Nani Fife, *President NFBHI*** | P.O. Box 4372, Honolulu, HI 96812-4372 | 808-595-6123 | [www.hawaii.nfb.org](http://www.hawaii.nfb.org)

- Leslie Wilkins, Chair, State Workforce Development Council
- David DeLuz, Jr., Chair, Hawaii County Workforce and Development Board
- Pankaj Bhanot, Director of Human Services, Department of Human Services
- Deborah Miyao, Acting Adult Education Director, State of Hawaii, Department of Education
- Virginia Pressler, MD, Director of Health, State of Hawaii, Department of Health
- Waynette K.Y. Cabral, Executive Administrator, Developmental Disabilities Council
- Patricia A. Morrissey, PhD, Director, Center on Disability Studies, University of Hawaii

According to a 2011 press release from the US Department of Labor, the Hawaii Department of Labor and Industrial Relations received \$2,923,674 in federal Disability Employment Initiative funding to transition workers with disabilities out of subminimum-wage sheltered workshops. Critics of this bill may argue that we do not have the supports in place to get our people out of subminimum wage sheltered workshops. We do. If the people who should be providing quality services to people with disabilities are falling short, we should not continue to maintain low expectations for them. If we keep the bar low, we will always get poor results. If we continue to allow them to offload people with disabilities into subminimum-wage sheltered workshops, they will continue to do it, even though it contradicts our Employment First agreement.

Organizations of people with disabilities, both locally and nationally, have called for the end of subminimum wages for workers with disabilities. The people who are subject to this exploitation DO NOT want this exploitation to continue. Please allow us to speak for ourselves. The organizations of people with disabilities, not our custodial service providers and not third-party agencies, are the experts on our own capacity and equality.

This movement has gained much support. At the federal level, both Congresswoman Colleen Hanabusa and Congresswoman Tulsi Gabbard have cosponsored the Transitioning to Integrated and Meaningful Employment (TIME) Act (HR 1377), which will, if passed, end the practice of paying subminimum wages to workers with disabilities throughout the country. The Oahu County Democrats passed a resolution at the County Convention in 2017 calling for the end of subminimum wages for workers with disabilities. The Democratic National Committee has made it part of their platform, as well, and so has the Republican National Committee. It is just good for everyone if we end subminimum wages for workers with disabilities.

The academic research is clear; subminimum wage employment just does not work for us. Rob Cimera's research demonstrates that sheltered workshops make people less productive than they were before they entered the workshops. Sheltered employment is demonstrated to cost more than supported employment. Supported employment sometimes involves a third-party subsidizing the employee's wage. Supported employment otherwise involves job coaching and other supportive services to help get the employee up to speed to be a truly competitive employee. It can be difficult for a governing body to imagine paying part of someone's wage in the beginning, but they eventually transition off that program, largely because they are in an environment with real-world expectations. Then, they need not depend on disability benefits as much or at all.

Some people think that subminimum wages are only being paid in special, segregated work environments. The reality, though, is that the entities holding these special wage certificates can act as subcontractors for other businesses. I have a family member who works as a dishwasher at a large restaurant chain, and she is paid subminimum wages. The restaurant subcontracts with

**National Federation of the Blind of Hawaii**

**Nani Fife, *President NFBHI*** | P.O. Box 4372, Honolulu, HI 96812-4372 | 808-595-6123 | [www.hawaii.nfb.org](http://www.hawaii.nfb.org)

the sheltered workshop, which keeps most of her paycheck and usually gives her about \$2.00 per hour. I know that she can do the work as well as the able-bodied employees next to her, but it remains legal to pay her less because of her disability. In an integrated setting, doing real work, she is still getting paid subminimum wages. It continues right under our noses.

People with disabilities want to be treated like first-class citizens in Hawaii and have the same rights as other people to work to earn the things we need. We want to reach our full potential. People with disabilities are human beings, and we deserve to be paid like it. We do not want to live our entire lives depending on disability benefits because these sweatshops refuse to pay us like our able-bodied counterparts.

Some agencies have recommended that we should disembowel this bill by limiting the payment of subminimum wages to only workers with intellectual disabilities. This thinking must be corrected. It is easy to diagnose anyone with a simple intellectual disability in order to continue qualifying them for subminimum wages. It furthermore demonstrates no understanding of equality nor aloha spirit.

The State of Hawaii has already become an Employment First State with a full Leadership Mentor Program. We have already set up the support structures to serve and empower people with disabilities. The organizations of people with disabilities have spoken, and we want to eradicate the payment of subminimum wages to our people. The only opposition we have faced comes from the sweatshops which exploit us and the agencies which are paid to monitor how they exploit us. We have heard all their arguments against this bill for many decades, and we are still asking for it.

We respectfully request that you listen to us about how we want to be treated. Low expectations are the true obstacles between people with disabilities and our dreams. Our disabilities are not what hold us back; it is low expectations and custodial policies like the one this bill will eliminate.

Please pass House Bill 1627, House Draft 1, Senate Draft 1. Please decide that we are all equal.

Mahalo nui loa,

Justin M. Salisbury, MA, NOMC, NCRTB, NCUEB  
Legislative Coordinator  
Honolulu Chapter  
National Federation of the Blind of Hawaii  
1617 Kapiolani Boulevard  
Unit 1402  
Honolulu, Hawaii 96814

"Whenever I hear anyone arguing for slavery, I feel a strong impulse to see it tried on him personally. I am in favor of giving an opportunity to such white men to try it on for themselves."

President Abraham Lincoln to the 140th Indiana Regiment  
March 17, 1865

**National Federation of the Blind of Hawaii**

**Nani Fife, *President NFBHI*** | P.O. Box 4372, Honolulu, HI 96812-4372 | 808-595-6123 | [www.hawaii.nfb.org](http://www.hawaii.nfb.org)

# IBEW1260

‘A‘OHE HANA NUI KE ALU ‘IA

April 3, 2018

The Twenty-Ninth Legislature  
Hawaii State Senate  
Committee on Ways and Means

## HB1627 - RELATING TO MINIMUM WAGE

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee,

The International Brotherhood of Electrical Workers Local Union 1260, AFL-CIO (IBEW1260), represents more than 3500 members, has advocated for all workers in the State of Hawaii for over seventy-five years and respectfully offers the following testimony in STRONG SUPPORT of House Bill 1627 (HB1627).

As IBEW1260 believes all workers should be paid a fair wage for a day's work, we find it incomprehensible that any worker could be paid a sub-minimum wage for any labor provided. For this reason, IBEW1260 respectfully ask the Committee to SUPPORT HB1627 sending the message that all Hawaii's workers are valued and respected.

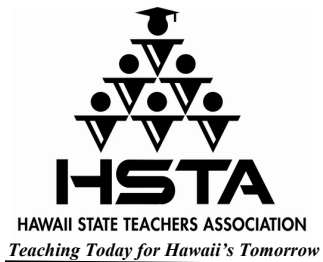
Mahalo for the opportunity to testify on this issue.

Respectfully,



Michael M. Brittain  
Asst. Business Manager  
IBEW1260 / AFL-CIO





1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819  
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee  
President  
Justin Hughey  
Vice President  
Amy Perruso  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEE ON  
WAYS AND MEANS

RE: HB 1627, HD 1, SD 1 – RELATING TO THE MINIMUM WAGE

TUESDAY, APRIL 3, 2018

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Dela Cruz and Members of the Committee:

The Hawaii State Teachers Association **supports HB 1627, HD 1, SD 1**, relating to the minimum wage.

Hawai'i residents face the highest housing costs in the nation, at more than twice the national average. Minimum wage workers in the islands must complete 116 hours of work per week to afford a modest one-bedroom apartment at fair market value and 139 hours per week to afford a two-bedroom, which amounts to working 20 hours a day with no days off all year. That's impossible for anyone, especially for individuals with disabilities.

It is unacceptable, then, that we allow disabled individuals to be paid a subminimum wage. Many of these individuals were once special education students, who were guaranteed a free and appropriate education under the Individuals with Disabilities Education Act and promised a life filled with opportunities to realize their full potential. Yet, written in 1938, the Fair Labor Standards Act (FLSA) discriminates against people with disabilities by permitting employers to pay disabled workers less than the federal minimum wage. This provision is echoed in HRS §387-9, but is based on the mistaken idea that disabled employees are less productive than their able-bodied colleagues. Many employment programs have come about since the mid-20<sup>th</sup> Century to assist people with disabilities in acquiring and using essential job skills.

A subminimum wage disrespects the contributions of disabled workers. Research shows that the subminimum wage model costs more, while inspiring lower rates of productivity. After more than seventy-five years of demonstrated failure, it is time to invest in more effective models of employment that are successful at advancing the workplace prospects of disabled individuals who were previously—and egregiously—thought to be unemployable.

To ensure that our special needs children receive equal economic opportunities upon entering the workforce, the Hawaii State Teachers Association asks your committee to **support** this bill.



Randy Perreira  
President

# HAWAII STATE AFL-CIO

345 Queen Street, Suite 500 • Honolulu, Hawaii 96813

Telephone: (808) 597-1441  
Fax: (808) 593-2149

The Twenty-Ninth Legislature, State of Hawaii  
Hawaii State Senate  
Committee on Ways and Means

Testimony by  
Hawaii State AFL-CIO

April 3, 2018

H.B. 1627, H.D.1, S.D.1 – RELATING TO  
THE MINIMUM WAGE

The Hawaii State AFL-CIO supports H.B. 1627, H.D.1, S.D.1 which repeals the exemption of persons with disabilities from minimum wage requirements and requires the department of labor and industrial relations to submit annual reports to the legislature.

The Hawaii State AFL-CIO recognizes some workers could potentially be paid below the minimum wage under certain circumstances. Often times, this can be very emotional and challenging for the employee and employer and as a result, we hope that a solution can be developed that helps level the playing field for all workers while taking into account everyone's perspective.

Thank you for the opportunity to testify.

Respectfully submitted,

Randy Perreira  
President



46-063 Emepela Pl. #U101 Kaneohe, HI 96744 · (808) 679-7454 · Kris Coffield · Co-founder/Executive Director

---

**TESTIMONY FOR HOUSE BILL 1627, HOUSE DRAFT 1, SENATE DRAFT 1,  
RELATING TO THE MINIMUM WAGE**

**Senate Committee on Ways and Means  
Hon. Donovan M. Dela Cruz, Chair  
Hon. Gilbert S.C. Keith-Agaran, Vice Chair**

**Tuesday, April 3, 2018, 10:00 AM  
State Capitol, Conference Room 211**

Honorable Chair Dela Cruz and committee members:

I am Kris Coffield, representing IMUAlliance, a nonpartisan political advocacy organization that currently boasts over 400 members. On behalf of our members, we offer this testimony in support of House Bill 1627, HD 1, SD 1, relating to minimum wage.

Hawai'i residents face the highest housing costs in the nation, at more than twice the national average. Researchers who authored the National Low Income Housing Coalition's *Out of Reach 2017* report found that a full-time worker would need to earn \$35.20/hour to afford a two-bedroom apartment at fair market value in our state, with Honolulu experiencing a 67 percent increase in fair market rent between 2005 and 2015. Average rent for a two-bedroom unit surpassed \$2,000 in recent years, with **minimum wage workers needing to log 116 hours per week to afford a modest one-bedroom apartment at fair market value and 139 hours per week to afford a two-bedroom**—a number that is equivalent to working 20 hours a day with no days off year-round. In the past three years alone, Honolulu rent has increased by more than 25 percent. While 43 percent of Hawai'i residents are renters (a number that does not include individuals and families renting outside of the regulated rental market), they earn an average wage of \$15.64/hour, over \$8.00 less than the minimum housing wage for the islands and scarcely enough to meet their basic needs, forcing them to take second and third jobs that, quite frequently, pay minimum wage. One out of every four households in Hawai'i report that they are “doubling up” or are three paychecks or less away from being homeless, per the Hawai'i Appleseed Center for Law and Economic Justice. Additionally, 54 percent of households are cost-burdened, meaning that they pay more than 30 percent of their income for housing costs, a number that rises to 83 percent of extremely low-income households. Homelessness is directly tied to our state's exorbitant cost of living and penchant for catering to people who use the islands as their own private Monopoly

board. We beseech you to seek innovative ways of making Hawai'i more affordable for our economically disadvantaged neighbors and hardworking families, who are, far too often, the same slice of our state's population.

Our state's cost of housing has skyrocketed over the last decade, leaving many families searching for affordable alternatives, in shelters, or on the streets. For context, the median price of condominiums on O'ahu increased 6 percent in the summer of 2017 to a record \$425,000, while the median price for single-family homes increased by 3 percent to \$795,000, according to the Honolulu Board of Realtors, a number that they expect to increase by at least another 5 percent in 2018. Average fair market rent for two-bedroom apartments in *outlying* communities in the City and County of Honolulu now exceeds \$2,700, with the cost of a four-bedroom home in urban Honolulu now exceeding \$1.1 million. At least 43 percent of residences in Hawai'i are owner unoccupied, according to the National Low-Income Housing Coalition, meaning that nearly 50 percent—and by some estimates well over half—of Hawai'i's homes are likely investment properties. Many of those properties, in turn, are owned by mainland and foreign buyers, whose real estate market speculation is a prime driver of Hawai'i's highest-in-the-nation cost of housing. According to a study released in May of 2016 by the Hawai'i Department of Business, Economic Development, and Tourism, there are “clear distinctions” between the average price of homes bought by local residents, mainlanders, and foreigners. Analyzing purchases made between 2008 and 2015, DBEDT found: “The average sale price was highest among foreign buyers. The average sale price of the total of 5,775 homes sold to foreign buyers from 2008 to 2015 was \$786,186, 28.3 percent higher than the average sale price to the mainlanders (\$612,770) and 64.7 percent higher than the average sale price to local buyers (\$477,460).”

**It is unconscionable that state and federal laws include a loophole allowing disabled individuals to be paid less than the minimum wage.** Current labor laws unjustly prohibit workers with disabilities from reaching their full vocational and socioeconomic potential. Written in 1938, Section 14(c) of the Fair Labor Standards Act (FLSA) discriminates against people with disabilities by empowering the Secretary of Labor to grant Special Wage Certificates to employers, permitting them to pay disabled workers less than the federal minimum wage. This provision, mirrored in Hawai'i Revised Statutes §387-9, is based on the immoral assumption that disabled employees are less productive than their able-bodied coworkers. Successful employment models have emerged in the last seventy-five years to assist people with significant disabilities in acquiring the job skills needed for competitive work, giving lie to the theoretical framework for paying disabled employees a subminimum wage.

The subminimum wage model is an affront to the economic contributions of disabled workers. Data shows that less than 5 percent of the 400,000 workers with disabilities in segregated subminimum wage workshops will transition into competitive integrated work. Moreover, research shows that the subminimum wage model costs more, while promoting less productivity. In fact, workers paid a subminimum wage often must unlearn the habits they acquire in such

workshops in order to obtain and carry out meaningful employment, which they repeatedly prove able to do. It is poor policy to reward failed programs with wage exemptions. After more than seven decades of the abhorrent subminimum wage practice, it is time to invest in proven, effective job models for disabled workers—such as “supported” or “customized” employment—that successfully advance positive, competitive, and integrated employment outcomes for individuals once deemed to be unemployable. Disabled workers deserve to be paid what they’ve earned, not discriminated against and cast into financial hardship.

It is ethically repugnant to treat our disabled neighbors as second-class citizens in the 21<sup>st</sup> Century. Mahalo for the opportunity to testify in support of this bill.

Sincerely,  
Kris Coffield  
*Executive Director*  
IMUAlliance

**HB-1627-SD-1**

Submitted on: 3/28/2018 10:12:54 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Scott Foster	Testifying for Hawaii Advocates For Consumer Rights & The Kupuna Caucus of the Democratic Party of Hawaii	Support	No

Comments:

**From:** [Shannon Cantan](#)  
**To:** [WAM Testimony](#)  
**Subject:** I Support "HB 1627"  
**Date:** Wednesday, March 28, 2018 10:13:09 PM

---

Aloha Committee,

My name is Shannon Cantan and I am a perfect example of someone who believed I was worth less because so-called professionals told me I was less. Growing up on the big Island, very few people understood the abilities of disabled people, thankfully I had parents who did not think that way. I trusted that I would live off of Social Security for the rest of my life, and that prospect was OK to me. If someone offered me a job that paid me less than minimum-wage, I would have gladly accepted. That is no longer true because I met other disabled people who were not just confident, but were actually living incredible lives with gainful employment. I met people who were lawyers, engineers, and even met a completely blind doctor. Some of you may cringe just imagining how that was possible, that is not the right attitude to take, instead understand that the human mind sees no bounds unless you allow it to. The more we believe in our fellow man, the more they will achieve. Thank you so much, and I hope you pass this incredible bill.

Shannon KS. Cantan  
1250 Richard Ln., #A203, Honolulu HI, 96819  
Board Member | National Association of Blind Students  
Co-chair outreach committee  
(808) 785-5186  
[ShannonCantan.NFB@gmail.com](mailto:ShannonCantan.NFB@gmail.com)



TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against us by excluding us from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Mahalo nui loa,

James and Susan Gashel

Member, Honolulu Chapter

National Federation of the Blind of Hawaii

2801 Coconut Ave, #6G

Avon, CO 81620

**HB-1627-SD-1**

Submitted on: 4/2/2018 7:56:27 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Leimomi Khan	Testifying for Democratic Party of Hawaii, Hawaiian Affairs Caucu	Support	No

Comments:

The Hawaiian Affairs Caucus of the Democratic Party of Hawaii supports HB1627 HD1 and SD1 and urges its passage as a measure to bring equality to wages among all workers.



**Chair Dela Cruz  
Vice Chair Keith-Agaran  
Senate Committee on Ways and Means**

**Tuesday, April 3, 2018  
10:00 A.M.**

**TESTIMONY IN SUPPORT OF HB1627 HD1 SD1 RELATING TO THE MINIMUM WAGE**

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, Members of the Senate Committee on Ways and Means,

My name is Jun Shin, a freshman at the University of Hawaii at Manoa. I serve as a board member at-large for Young Progressives Demanding Action – Hawaii, an organization that is a member of the Common Good Coalition. I am **testifying in support of HB1627 HD1 SD1 Relating to the Minimum Wage.**

Our society has advanced very far and we have made the world a more accessible place for all. The Hawaii State Capitol is a notable example as the Capitol is set up in a way where disabled individuals can visit their legislators and lobby them in one on one meeting. Not only is this option available, but they are able to take part in their government by testifying in person on measures that they support or oppose, with staff willing to assist on whatever is needed.

That is why; with even our political process being open and available to these individuals, I am requesting that economic equity be open to all individuals, disabled and not disabled as well. It is seriously hard to live here in Hawaii, we all know that. As a Gen Z activist, I fear what awaits my generation and am working hard to change this reality. With all this uncertainty, we need to give everyone the support they need to live and support their families here in paradise.

Please fight for the economic rights of disabled individuals. As past testimonies have emphasized, disabled workers are some of the hardest workers that you'll ever find with impressive dreams and goals. I'm fighting for them to be given the opportunity to succeed financially to keep moving forward. It's time for equal pay for equal work. Hawaii with an impressive track record of standing up for what's right and now has the opportunity to do it once more. Please **pass HB1627 HD1.**

Mahalo for the opportunity to testify,

Jun Shin,  
Board Member At-Large  
Young Progressives Demanding Action – Hawaii  
1561 Kanunu St. #2106 Honolulu, HI 96814  
Cell: 808-255-6663  
Email: junshinbusiness729@gmail.com

**HB-1627-SD-1**

Submitted on: 3/30/2018 10:15:17 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Michael Golojuch Jr	Testifying for LGBT Caucus of the Democratic Party of Hawaii	Support	Yes

Comments:

**HB-1627-SD-1**

Submitted on: 3/31/2018 6:22:42 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Louis Erteschik	Testifying for Hawaii Disability Rights Center	Comments	No

Comments:

We have expressed our concern all session that the elimination of the sub minimum wage will not necessarily increase employment opportunities for people with disabilities and that it will more likely have the unintended consequence of eliminating employment for those individuals with the most severe disabilities. We continue to believe that and note that in the handful of states that have taken that step, most of those individuals either ended up staying at home or going to a day program for people with intellectual disabilities. They did not generally obtain employment at competitive wages. We think passage of this bill will adversely impact that segment of the population.

**HB-1627-SD-1**

Submitted on: 3/31/2018 12:00:07 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

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

Comments:

**HB-1627-SD-1**

Submitted on: 4/2/2018 2:42:32 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	Testifying for Oahu County Committee on Legislative Priorities of the Democratic Party of Hawai'i	Support	No

Comments:

TO the Honorable Donovan M. Dela Cruz, Chair; the Honorable Gilbert S.C. Keith-Agaran, Vice Chair, and Members of the Committee on Ways and Means:

Good morning, my name is Melodie Aduja. I serve as Chair of the Oahu County Committee ("OCC") on Legislative Priorities of the Democratic Party of Hawaii. Thank you for the opportunity to provide written testimony on **HB1627 HD1 SD1** relating to Employment; Individuals with Disabilities; Minimum Wage; and an appropriation.

The OCC on Legislative Priorities is in favor of **HB1627 HD1 SD1** and strongly supports its passage.

**HB1627 HD1 SD1** is in accord with the Platform of the Democratic Party of Hawai'i ("DPH"), 2016, as it repeals the exemption of persons with disabilities from minimum wage requirements; requires the department of labor and industrial relations to submit annual reports to the legislature; and makes an appropriation, effective on 7/1/2050.

Specifically, the DPH Platform provides that "[w]e seek programs that prepare people with disabilities for independent and productive lives. We are committed to the elimination of glass ceilings that prevent women and minorities from advancing to the highest levels of government, education and business. In order to rapidly move returning veterans, students, and the unemployed into jobs, we urge the creation of paid internship programs. (Platform of the DPH, P.3, Lines 143-146 (2016)).

Given that **HB1627 HD1 SD1** repeals the exemption of persons with disabilities from minimum wage requirements; requires the department of labor and industrial relations to submit annual reports to the legislature; and makes an appropriation, effective on 7/1/2050, it is the position of the OCC on Legislative Priorities to strongly support this measure.

Thank you very much for your kind consideration.

Sincerely yours,

/s/ Melodie Aduja

Melodie Aduja, Chair, OCC on Legislative Priorities

Email: [legislativepriorities@gmail.com](mailto:legislativepriorities@gmail.com), Text/Tel.: (808) 258-8889



**From:** [Ashley Helsing](#)  
**To:** [WAM Testimony](#)  
**Subject:** Support for HB 1627, SD 1  
**Date:** Monday, April 2, 2018 9:40:55 AM

---

Senate Committee on Ways and Means  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair  
Hawaii State Capitol  
415 South Beretania Street  
Honolulu, Hawaii 96813

Dear Senate Committee on Ways and Means:

The National Down Syndrome Society, the leading human rights organization for all individuals with Down syndrome, supports the passage of House Bill 1627, SD 1 to end the payment of subminimum wages to workers with ALL disabilities. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

By ending subminimum wage, this bill would recognize that workers with disabilities have the potential to succeed in integrated, meaningful, competitive employment settings and will get paid real wages for real work. Currently Maryland, New Hampshire, Vermont and Alaska have similar legislation in place.

With over 375 affiliate groups spanning across all 50 states, NDSS works tirelessly on the federal and state levels to break down barriers and create opportunities for individuals with Down syndrome to be included in all aspects of society and fulfill their hopes and dreams. Individuals with Down syndrome are working, getting married and integrating into their communities now more than ever. They deserve to be paid a fair wage.

We envision a world in which all people with Down syndrome have the opportunity to enhance their quality of life, realize their life aspirations and become valued members of welcoming communities. We hope that Hawaii will end sub-minimum wages, and we thank you for your leadership regarding this important piece of legislation.

Sincerely,

Handwritten signature of Ashley J. Helsing in black ink.

Ashley Helsing  
Director of Government Relations  
National Down Syndrome Society  
[AHelsing@ndss.org](mailto:AHelsing@ndss.org)  
202-766-2407

**HB-1627-SD-1**

Submitted on: 3/29/2018 8:24:03 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Mike Golojuch	Individual	Support	No

Comments:

**HB-1627-SD-1**

Submitted on: 3/28/2018 10:16:52 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Randy Ching	Individual	Support	No

Comments:

Chair Dela Cruz, Vice Chair Keith-Agaran and members of the committee,

I strongly support HB1627 HD1 SD1. Handicapped people need a decent minimum wage just like everyone else. Please pass this bill.

Thank you for the opportunity to testify.

Randy Ching / Honolulu

**HB-1627-SD-1**

Submitted on: 3/28/2018 7:19:32 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Lea Minton	Individual	Support	No

Comments:

# TYLER DOS SANTOS-TAM

801 South St #4625, Honolulu, Hawai'i 96813

tylerdst@gmail.com  
(808) 348-8885

March 29, 2018

The Honorable Donovan M. Dela Cruz, Chair  
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair  
and members  
Senate Committee on Ways and Means  
Hawai'i State Legislature  
415 South Beretania Street  
Honolulu, Hawai'i 96813

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and members:

As a vocal advocate for Hawai'i workers and the State Central Committee representative for the Labor Caucus of the Democratic Party of Hawai'i, I write to support HB1627 HD1 SD1, which would repeal the exemption of persons with disabilities from minimum wage requirements and require the Department of Labor and Industrial Relations to submit annual reports to the legislature.

Mahalo,

A handwritten signature in black ink, appearing to read 'Tyler Dos Santos-Tam', with a stylized flourish at the end.

Tyler Dos Santos-Tam

**HB-1627-SD-1**

Submitted on: 3/30/2018 5:58:21 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
John Zwiebel	Individual	Support	No

Comments:

**HB-1627-SD-1**

Submitted on: 3/30/2018 6:06:02 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Katherine Kogl	Individual	Support	No

Comments:

I fully support this measure which abolishes this nasty rule.



**HB-1627-SD-1**

Submitted on: 4/1/2018 4:45:44 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
James Danner	Individual	Support	No

Comments:

I would like to strongly support the equal pay for the disabled.

They have the right to earn a living wage for services provided to their employer.

We have a duty and obligation to treat all our Hawaiian residents with equality and respect.

Sincerely with Aloha,

Father Jim Danner, Captain U.S. Navy (Ret)

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair  
Tuesday, April 3, 2018  
10:00 AM  
Conference Room 211  
State Capitol  
415 South Beretania Street

POSITION: STRONG SUPPORT for HB1627, HD1, SD1

To the Senate Committee on Ways and Means:

In our state, people with disabilities do not currently receive the protection of minimum wage laws, and we respectfully request that exemptions allowing employers to pay them subminimum wages be eliminated.

Employers who exploit people with disabilities by paying them subminimum wages will argue that their employees are simply not productive enough to be worthy of the minimum wage. They assume that workers with disabilities are inherently less productive; as a result, everything that happens thereafter is contaminated by low expectations.

Organizations of people with disabilities, both locally and nationally, have called for the end of subminimum wages for workers with disabilities. The people who are subject to this exploitation DO NOT want this exploitation to continue. Please allow them to speak for themselves. The organizations of people with disabilities, not their custodial service providers and not third-party agencies, are the experts on their own capacity and equality.

This movement has gained much support. At the federal level, both Congresswoman Colleen Hanabusa and Congresswoman Tulsi Gabbard have cosponsored the Transitioning to Integrated and Meaningful Employment (TIME) Act (HR 1377), which will, if passed, end the practice of paying subminimum wages to workers with disabilities throughout the country. The Oahu County Democrats passed a resolution at the County Convention in 2017 calling for the end of subminimum wages for workers with disabilities. The Democratic National Committee has made it part of their platform, as well, and so has the Republican National Committee. It is just good for everyone if we end subminimum wages for workers with disabilities. Low expectations are the true obstacles between people with disabilities and their dreams.

Ken Farm

Member-At-Large

Neighborhood Board No. 15

Kalihi-Palama

**HB-1627-SD-1**

Submitted on: 3/30/2018 6:42:30 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Timothy Zhu	Individual	Support	No

Comments:

I write in support of this bill. It's shameful for us to pay peoples with disabilities less than the bare minimum, as if they were not full citizens worthy of all our rights. Alaska recently passed a similar bill. I hope we can do the same. Thank you for the opportunity to testify.

Sincerely,

Tim Zhu

**HB-1627-SD-1**

Submitted on: 4/1/2018 6:27:45 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dina Shek	Individual	Support	No

Comments:

**HB-1627-SD-1**

Submitted on: 4/1/2018 6:56:14 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Raymond Catania	Individual	Support	No

Comments:

Aloha Chair Donovan Delacruz of WAM and fellow committee members,

Please pass HB1627,HD1,SD1 without amendments. I am a retired State of Hawaii employee who worked with disabled adults in the early 1990's in the Department of Health, who I often had to "shadow" at their places of employment. These individuals gave it their best and accomplished their tasks like everyone else. Getting paid less is discrimination and not good for their emotional well-being.

Mahalo,

Raymond Catania of Puhi, Kauai 96766, 4215 Kole Place

(808) 631-6748 may11nineteen71@gmail.com

**HB-1627-SD-1**

Submitted on: 4/2/2018 1:37:55 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Kai Derrickson	Individual	Support	No

Comments:

**HB-1627-SD-1**

Submitted on: 4/2/2018 9:52:14 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Nate Hix	Individual	Support	Yes

Comments:

When a group of people gather to ask to be given the same rights as the rest of the population, it's important that the government listen.

HB1627

William W Hinshaw Jr and Selma wanna support house bill 1627. I want this to be this is our official testimony as a couple where one of us is a blind individual. We believe that all people should be eligible for the same pay wages.... Thank you very much William and Selma Sent from my iPhone





TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Frances T. Laitaga  
87-140 Kahau St.  
Nanakuli, HI 96792

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

Position: STRONG SUPPORT for House Bill 1627, House Draft 1, Senate Draft 1

To Chair Dela Cruz and the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

I heard that, in a hearing on March 20, a critic of this bill gave an oddly confusing summary of a report issued by Disability Rights Arkansas. I am going to attempt to bring some clarity to the discussion of that report, which was only published about a month ago. Some states, like Arkansas, speculate about their state's need to introduce support mechanisms so that they can successfully transition people out of subminimum-wage jobs, but Hawaii already has supports and alternatives in place. The Arkansas report is about transitioning people out of sheltered workshops, which is not necessarily the same as transitioning workshops out of paying subminimum wages. HB 1627 does not force people out of sheltered workshops; it merely requires that the sheltered workshops pay them according to minimum wage requirements. The Arkansas report discusses the specific needs of the state of Arkansas, which are quite different from the needs of Hawaii. Employers who hire workers with disabilities already have incentives to hire us in Hawaii; the Arkansas report suggests that Arkansas has yet to establish such incentives. Hawaii is more advanced than Arkansas, so the problems that Arkansas still faces should not be framed as any kind of reason to slow down our movement toward inclusion and equality in the Aloha State. I am somewhat hurt by the suggestion that Hawaii is like Arkansas.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against us by excluding us from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind. Mahalo nui loa for the opportunity to submit written testimony.

Gloria I. Tuuao  
Vice President  
Hawaii Association of Blind Students and Recent Graduates  
A Proud Division of the National Federation of the Blind of Hawaii  
87-140 Kahau St.  
Nanakuli, HI 96792

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To Chair Dela Cruz and the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. Until recently, I was totally unaware that places like Lanakila Pacific and Goodwill were paying subminimum wages to workers with disabilities. I wish I had known 20 years ago about this. I am disabled. My younger sister is disabled. My mom was very sick, and she lived on another island, and I told my parents that we should have my sister move to Oahu because there were more programs for people with disabilities here than back home on Molokai. She was born in 1955, and they called her education "remedial." Back in those days, they didn't have special ed. She went to regular DOE schools without the supports she really needed.

My sister went to work for McDonald's, but what had happened was that, when there's people like that, they're so happy to work and show up all the time. They want to be a part of the tapestry of life. Every time somebody would call in sick, the manager at the McDonald's where she worked would call her, and she would show up. Eventually, she went to work for Goodwill. I later learned that she did not earn enough to live off of by working at Goodwill. Her income level is enough to survive on because my family established a survivorship to benefit her.

A lot of people just want to have something to do, and that's why I volunteer and try to be active in the community. I want to be a common thread in the tapestry of life. We have purpose.

But, if people are treating our fellow peers like this, it isn't right. I am fully willing to put my name on something that is worth fighting for, and I truly believe that we need to end subminimum wages.

I see how people get hired at Safeway, and they seem to do well. I don't know if they're getting paid subminimum wages behind the scenes, but if they were, they should fight it. They are part of the workforce, and they are working for their paycheck.

I don't shop at Goodwill anymore because of that. I just don't think it's right. When I learned about that, I was totally blown away. This is what they were doing to my sister, and her life could have been so much better if they would have treated her better.

I totally support ending subminimum wages. Nobody else's sister should be treated like that.

Hoku Burrows  
Senate District 12  
Honolulu, Hawaii

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Iaeli L. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Iese J. Tuuao Jr.  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Iese M. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Jason T. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792



TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Lazarus Ani  
87-140 Kahau St.  
Nanakuli, HI 96792

Testimony

COMMITTEE ON WAYS AND MEANS

Senator Donovan M. Dela Cruz, Chair

Senator Gilbert S. C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018

TIME: 10:00 A.M.

PLACE: Conference Room 211  
Hawaii State Capitol

Re: STRONG SUPPORT for HB 1627, HD 1, SD 1

To the Senate Committee on Ways and Means:

I support this bill. I respectfully ask you to support it, too.

Mahalo nui loa,

Micah Oana

2416 Kalihi

Apt 2

Honolulu, Hawaii

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Mosi Leota  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Priscilla R. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Tariu Matautia  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

I strongly support this bill and respectfully request that it be passed.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against disabled individuals by excluding them from the protection of minimum wage requirements. This bill will end this discriminatory practice.

I am in support of this bill and encourage you to pass it into law as a member of the National Federation of the Blind of Hawaii.

Mahalo and Aloha,  
Loke Chong Gum  
1819 Sereno St. #3, Honolulu, HI 96817

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

I strongly support this bill ending out of date laws that continue to allow discrimination to individuals with disabilities. I respectfully request that it be passed.

I am in support of this bill and encourage you to pass it into law as a member of the National Federation of the Blind of Hawaii.

Mahalo and Aloha,

Rev. Carole Gerhardy Keim

2943 Kalakaua Ave. Honolulu, HI 96815

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

I strongly support this bill and respectfully request that it be passed.

We are requesting that you end the common practice of paying people with disabilities less than the minimum wage. It is an 80 year law that needs to end. All other classes of people in our country are protected from this law and practice. All people should be paid equal pay.

Please help us eliminate the payment of subminimum wages by supporting this bill.

I am in full support of this bill and encourage you to pass it into law, as a blind citizen and a member of the National Federation of the Blind of Hawaii.

Aloha, Katie

Katie Keim

2943 Kalakaua #304

Honolulu, HI 96815



TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

I strongly support this bill and respectfully request that it be passed.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against disabled individuals by excluding them from the protection of minimum wage requirements. This bill will end this discriminatory practice.

I am in full support of this bill and encourage you to pass it into law.

Mahalo and Aloha,

Diane Larson

2943 Kalakaua Ave. #406, Honolulu, HI 96815

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

I strongly support this bill and respectfully request that it be passed.  
We are requesting that you end the common practice of paying people with disabilities less than the minimum wage. It is an 80 year law that needs to end.  
All other classes of people in our country are protected from this law and practice. All people should be paid equal pay.

The minimum wage is intended to protect workers against employer exploitation, and this should include protection for workers with disabilities as much as anyone else.

Please close this loophole and make a stand for equality on behalf of everyone who has a disability.

I am in full support of this bill and encourage you to pass it into law, as a blind citizen and a member of the National Federation of the Blind of Hawaii.

Mahalo and Aloha,  
Virgil Stinnett  
2943 Kalakaua Ave. #304  
Honolulu, HI 96815

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Frances T. Laitaga  
87-140 Kahau St.  
Nanakuli, HI 96792

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

Position: STRONG SUPPORT for House Bill 1627, House Draft 1, Senate Draft 1

To Chair Dela Cruz and the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

I heard that, in a hearing on March 20, a critic of this bill gave an oddly confusing summary of a report issued by Disability Rights Arkansas. I am going to attempt to bring some clarity to the discussion of that report, which was only published about a month ago. Some states, like Arkansas, speculate about their state's need to introduce support mechanisms so that they can successfully transition people out of subminimum-wage jobs, but Hawaii already has supports and alternatives in place. The Arkansas report is about transitioning people out of sheltered workshops, which is not necessarily the same as transitioning workshops out of paying subminimum wages. HB 1627 does not force people out of sheltered workshops; it merely requires that the sheltered workshops pay them according to minimum wage requirements. The Arkansas report discusses the specific needs of the state of Arkansas, which are quite different from the needs of Hawaii. Employers who hire workers with disabilities already have incentives to hire us in Hawaii; the Arkansas report suggests that Arkansas has yet to establish such incentives. Hawaii is more advanced than Arkansas, so the problems that Arkansas still faces should not be framed as any kind of reason to slow down our movement toward inclusion and equality in the Aloha State. I am somewhat hurt by the suggestion that Hawaii is like Arkansas.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against us by excluding us from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind. Mahalo nui loa for the opportunity to submit written testimony.

Gloria I. Tuuao  
Vice President  
Hawaii Association of Blind Students and Recent Graduates  
A Proud Division of the National Federation of the Blind of Hawaii  
87-140 Kahau St.  
Nanakuli, HI 96792

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To Chair Dela Cruz and the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. Until recently, I was totally unaware that places like Lanakila Pacific and Goodwill were paying subminimum wages to workers with disabilities. I wish I had known 20 years ago about this. I am disabled. My younger sister is disabled. My mom was very sick, and she lived on another island, and I told my parents that we should have my sister move to Oahu because there were more programs for people with disabilities here than back home on Molokai. She was born in 1955, and they called her education "remedial." Back in those days, they didn't have special ed. She went to regular DOE schools without the supports she really needed.

My sister went to work for McDonald's, but what had happened was that, when there's people like that, they're so happy to work and show up all the time. They want to be a part of the tapestry of life. Every time somebody would call in sick, the manager at the McDonald's where she worked would call her, and she would show up. Eventually, she went to work for Goodwill. I later learned that she did not earn enough to live off of by working at Goodwill. Her income level is enough to survive on because my family established a survivorship to benefit her.

A lot of people just want to have something to do, and that's why I volunteer and try to be active in the community. I want to be a common thread in the tapestry of life. We have purpose.

But, if people are treating our fellow peers like this, it isn't right. I am fully willing to put my name on something that is worth fighting for, and I truly believe that we need to end subminimum wages.

I see how people get hired at Safeway, and they seem to do well. I don't know if they're getting paid subminimum wages behind the scenes, but if they were, they should fight it. They are part of the workforce, and they are working for their paycheck.

I don't shop at Goodwill anymore because of that. I just don't think it's right. When I learned about that, I was totally blown away. This is what they were doing to my sister, and her life could have been so much better if they would have treated her better.

I totally support ending subminimum wages. Nobody else's sister should be treated like that.

Hoku Burrows  
Senate District 12  
Honolulu, Hawaii

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Iaeli L. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Iese J. Tuuao Jr.  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Iese M. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792



TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Jason T. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Lazarus Ani  
87-140 Kahau St.  
Nanakuli, HI 96792

Testimony

COMMITTEE ON WAYS AND MEANS

Senator Donovan M. Dela Cruz, Chair

Senator Gilbert S. C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018

TIME: 10:00 A.M.

PLACE: Conference Room 211  
Hawaii State Capitol

Re: STRONG SUPPORT for HB 1627, HD 1, SD 1

To the Senate Committee on Ways and Means:

I support this bill. I respectfully ask you to support it, too.

Mahalo nui loa,

Micah Oana

2416 Kalihi

Apt 2

Honolulu, Hawaii

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Mosi Leota  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Priscilla R. Tuuao  
87-140 Kahau St.  
Nanakuli, HI 96792

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii, a place where nobody should be left behind.

Like most people, I have someone in my family with a disability, and I do not want her to be mistreated.

Mahalo nui loa,

Tariu Matautia  
87-140 Kahau St.  
Nanakuli, HI 96792

**From:** [zoomaran\\_](#)  
**To:** [WAM Testimony](#)  
**Subject:** Support HB1627 Repeal of law exempting disabled people payment of minimum wage.  
**Date:** Monday, April 2, 2018 9:11:58 AM

---

To Whom It May Concern:

I am a resident of Hawaii. My address is 1611 Miller St., Apt. 304, Honolulu, HI 96813

I respectfully request that HB1627 be passed. Disabled people should be paid no less than the minimum wage. They do as much work as people who are not disabled. They should not be discriminated against because of their disability and subjected to subminimal wages.

Thank you. Sylvia Ching 523-1798

**From:** [Shellford Cantan](#)  
**To:** [WAM Testimony](#)  
**Subject:** I support House Bill 1627  
**Date:** Monday, April 2, 2018 9:08:17 AM

---

Aloha,  
My name is Shellford Cantan, A member of the national Federation of the blind and I support House Bill 1627.

Sent from my iPhone