
A BILL FOR AN ACT

RELATING TO HEALTH CARE.

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

1 SECTION 1. The legislature finds that employees should be
2 able to see and understand the value of how much employers are
3 paying annually for their health care premiums. The purpose of
4 this Act is to require employers to inform employees, at the end
5 of the calendar year, of the premium cost of health care paid by
6 the employer on behalf of the employee and their dependents, if
7 applicable, for the year.

8 SECTION 2. Section 387-6, Hawaii Revised Statutes, is
9 amended by amending subsection (c) to read as follows:

10 "(c) Every employer shall furnish each employee at every
11 pay period a legible printed, typewritten, or handwritten record
12 showing the following:

- 13 (1) The name of the employee;
- 14 (2) The name of the employer;
- 15 (3) The address and telephone number of the employer;
- 16 (4) The employee's total hours worked;
- 17 (5) The employee's regular and overtime hours;



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- 1 (6) The employee's straight-time compensation;
- 2 (7) The employee's overtime compensation;
- 3 (8) Any other compensation, including allowances, if any,
4 claimed as part of the minimum wage;
- 5 (9) The employee's total gross compensation;
- 6 (10) The amount and purpose of each deduction;
- 7 (11) The employee's total net compensation;
- 8 (12) The date of payment;
- 9 (13) The pay period covered; and
- 10 (14) The rate or rates of pay and basis thereof, whether
11 paid by the hour, shift, day, week, salary, piece,
12 commission, or other basis, including overtime rate or
13 rates of pay. For employees paid a piece rate, the
14 record shall indicate the applicable piece rate or
15 rates of pay, and the number of pieces completed at
16 each piece rate;
- 17 provided that on the final paystub for the calendar year, every
18 employer shall include the total amount of the premium cost of
19 health care paid by the employer on behalf of the employee and
20 their dependents, if applicable, for the period of employment
21 during that calendar year; provided further that in lieu of the



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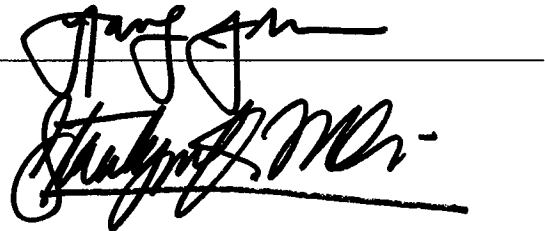
1 printed, typewritten, or handwritten record required by this
2 subsection and upon receipt of written authorization from the
3 employee, the employer may provide an electronic record that may
4 be electronically accessed by the employee."

5 SECTION 3. New statutory material is underscored.

6 SECTION 4. This Act shall take effect on July 1, 2020.

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INTRODUCED BY:



JAN 15 2020



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Report Title:

Healthcare; Employers; Annual Premium Cost

Description:

Requires employers to include the annual premium cost of health care paid by the employer on behalf of the employee on the employee's final pay stub for the calendar year.

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

