

Testimony on behalf of the
Hawai'i State Commission on the Status of Women
Khara Jabola-Carolus, Executive Director

Prepared for the House Committee on Labor

In Support of HB1191

Thursday, January 31, 2018 at 9:30 a.m. in Room 309

Dear Chair Johanson, Vice Chair Eli, and Honorable Members,

On behalf of the Hawai'i State Commission on the Status of Women, I write in support of House Bill 1191, with suggested amendments.

Hawai'i should commit to reversing decades of growing inequality in the state. As an agency administratively attached to the Department of Human Services—which provides basic subsistence needs to over 300,000 Hawai'i residents—we also seek to ensure that certain employers do not continue to exploit the state and taxpayers by subsidizing high profits and low wages with state-funded assistance programs.

In 2019, the wage needed for a worker to survive in Hawai'i with no children and with pre-paid health insurance is \$17 per hour. According to DBEDT, a single parent needs \$33 per hour to meet basic necessities. The majority of single parents in Hawai'i are women. Therefore, the Commission recommends \$17 per hour as starting point of a wage increase schedule.

The Commission also urges the elimination of a tip credit, which allows sexual harassment to flourish. For example, restaurant servers—a group made up predominantly of women—are more likely to endure harassment and abuse from customers, since their livelihoods depend on the tips.¹ In fact, the largest share of over 170,000 complaints filed to the Equal Employment Opportunity Commission (EEOC) between 1995 and 2016 were from workers in full-service restaurants.²

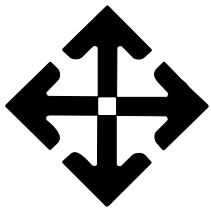
¹ The Restaurant Opportunities Centers United, *The Glass Floor: Sexual Harassment in the Restaurant Industry*, Oct. 7, 2014, http://rocunited.org/wp-content/uploads/2014/10/REPORT_TheGlassFloor_Sexual-Harassment-in-the-Restaurant-Industry.pdf.

² Vo, L.T., "We Got Government Data on Twenty Years of Workplace Sexual Harassment Claims," Dec. 5, 2017, <https://www.buzzfeednews.com/article/lamvo/eoc-sexual-harassment-data#.xtkw1pwX>.

To lift women workers out of poverty, the Commission respectfully requests that the Committee pass HB1191 with the requested amendments.

Mahalo,

Khara Jabola-Carolus



The Hawaii Business League

1188 Bishop St., Ste. 1003, Honolulu, Hawaii 96813

Phone: (808) 533-6819 Facsimile: (808) 533-2739

January 31, 2019

Testimony To: House Committee on Labor and public Employment
Representative Aaron Ling Johanson, Chair

Presented By: Tim Lyons
President

Subject: H.B. 1191 - RELATING TO MINIMUM WAGE.

Chair Johanson and Members of the Committee:

I am Tim Lyons, President of the Hawaii Business League, a small business organization. We oppose this bill.

For some reason it seems difficult to get across the concept that when there is only so much of the pie to cut into wages, pension, health benefits, annuity benefits, sick leave, holiday pay, etc. that by dictating how much the employer will pay in one area, automatically means an decrease in other areas.

We understand the problem of some individuals feeling that they are not making enough money and, in a lot of cases, employers that are forced to pay minimum wage also feel they do not make enough money. The problem is exacerbated since the employee only sees their net pay, after all the taxes have been deducted. What the employer sees however is the gross cost which includes workers' compensation premiums, temporary disability insurance premiums and unemployment insurance taxes, all of which are based on how much the employee makes. As an example, on a

\$1.00 paycheck the employer sees \$1.45(e) in costs; the employee perhaps only gets a \$0.67(e) pay check. Any increase in wages automatically calls for a corresponding increase in fringe benefits costs however because of the tax rates the employee only sees a very small increase in their net pay check.

We also find it very difficult to compare our employee's pay rates with employees from other states. Employers in other state don't have the costs of the Hawaii Pre Paid Health Care Act to deal with, a cost that can add another \$500 to \$1500 cost factor to each employee, per month. Most also do not have temporary disability insurance costs for off the job injuries to deal with. Factor those costs alone in and our full time employees are getting around another \$2.00 to \$3.00 plus per hour on top of the minimum wage.

There is no doubt that those supporting this bill will feel like they should make more money and we do not disagree with that. However, given today's realities for most small businesses there is no extra money for companies to pay more wages and what you will do is cause the demise of individual positions so that existing employees can be paid a higher rate.

It has already been reported that there are some allegations that because of the mandatory health insurance law and recent minimum wage increases, some employers have converted their full time employees to part-time employees because of the cost of health insurance. This is not a cruelty act on the part of the employer but it is life in the real world. If you can only afford to pay "X" amount of dollars however, they are eaten up through wages or through fringe benefits then, it automatically means action one of two ways: 1) the price of the goods offered goes up causing the rest of the consumers that purchase goods and services from the business to pay more or, 2) the employer cuts back on the number of people he has to pay all of these mandates to. Either way, we believe the people of this State lose.

We also find it quizzical that part of the reason, we are told, to increase the minimum wage is that the wage earners will immediately infuse their dollars into the economy.

That may be true but even the Department of Labor noted in their prior testimony on this subject that only 1.7% of the workforce were earning minimum wage. An infusion of that nature won't even make the meter move.

While we appreciate the effort and the thought of a fifty cent (\$.50) credit per hour to offset the minimum wage expense, the reality is that for a full time worker this \$40.00 monthly reduction in minimum wage has no real correlation to the expense of providing an employee with a prepaid group health care plan.

Additionally, we do not agree with the minimum wage being set by use of the CPI unless we can find a way to set the small business guaranteed income also using the CPI. Wage should be paid based on merit, not on an index.

Thank you for this opportunity to testify.



Kelii Gouveia, Chairman – Duke's Waikiki **Tom Jones, Incoming Chair** – Gyotaku
Tammy Fukugawa, Vice Chair – TS Restaurant **Dirk Koeppenkastrop, Secretary** – IL Gelato Hawaii
Michael Miller, Treasurer – Tiki's Grill & Bar **Tyler Roukema, Past Chair** – Outrigger Canoe Club

Sheryl Matsuoka, Executive Director **Leila Morinaga**, Executive Assistant **Holly Kessler**, Director of Membership Relations

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Richard Turbin
Sidney Higa
Tina Rogers
Victor Lim

To: Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair
Members of the Committee on Labor & Public Employment

From: Victor Lim, Legislative Chair
Hawaii Restaurant Association

Subj: HB 1191 Relating to Minimum Wage

Date: January 29, 2019

We at the Hawaii Restaurant Association represent over 3,500 restaurants here opposes HB 1191 that will increase our state's minimum wage going up to \$ 17.00 per hour beginning in January 1, 2025.

We are very concerned with this aggressive approach where many of the small and medium business here will struggle to adapt to this schedule. A very recent study done in New York City where they went to \$ 15.00 per hour, that was exactly the case. More than three quarters of the restaurant in the New York City have reduced employee hours since the new wage went in effect. 75 percent of the limited restaurants said they plan to reduce employee hours and 53 percent said they plan to eliminate jobs this year. Compounding with our high mandated costs here, many businesses will definitely struggle to survive since not all cost increases can be passed to the consumer in the form of price increases.

Thank you for giving us an opportunity to share our concerns.





Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the House Committee on Labor
Thursday, January 31, 2018 at 9:30 A.M.
Conference Room 309, State Capitol**

RE: HOUSE BILL 1191 RELATING TO MINIMUM WAGE

Chair Johanson, Vice Chair Eli and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **does not support** HB 1191, which increases the minimum wage rates annually beginning January 1, 2020. Provides a lower rate for employees who receive employer-sponsored benefits under the Hawaii Prepaid Health Care Act. Provides for inflation adjusted annual increases beginning in 2026.

The Chamber is Hawaii's leading statewide business advocacy organization, representing 2,000+ 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.

National data has differed on their opinion of the effects that an increase in the minimum wage could have on employers and their businesses. However, should this bill pass, it will seriously harm local businesses, the state economy, job creation and, potentially, the very employees it is trying to help.

The Minimum Wage is a Base Floor Wage

We would also like to point out that the minimum wage is a floor wage. For many employees earning the minimum wage, it is because this is their first job and, generally, are entry-level positions. Employers must invest time and money to train these individuals. In the food and beverage industry, many employees who earn minimum wage also earn tips, which allows them to earn anywhere from \$18-30 per hour.

We also oppose the removal of the tip credit. The tip credit helps provide better compensation to non-tipped employees. Removal of the tip credit is likely to hurt food and beverage workers, who are among the types of employees this bill attempts to help.

Large Increases Would Negatively Impact Business

While only a small percentage of workers earn the minimum wage, a large increase would greatly impact many businesses as they will be forced to raise the wages of their other



employees. As an example, if John started working with a company a year ago and earns \$10.10 per hour and then Lisa is hired after the new law at \$11.25 per hour, the employer will have to raise John's hourly wage to provide parity in compensation. This could increase businesses labor costs by up to 15-20% in the first year alone.

The Consumer Price Index Is A Tool To Measure Inflation, CPI Does Not Reflect Hawaii's Overall Economy And The Legislature Should Retain The Ability To Adjust The Minimum Wage

The Chamber also opposes an automatic increase in the minimum wage tied to the consumer price index ("CPI"). The CPI is one tool used by economists to measure the change in the cost of a basket of goods and services. The CPI is limited, based on the types of goods and services that are measured. We believe that the Legislature is in the best position to set the minimum wage according to the many other economic factors that the CPI does not take into account, such as the overall rate of growth, unemployment, wage differentials across industries, cost of prepaid healthcare and many others. For example, when Hawaii and the national economy went through the Great Recession and unemployment was over 7% statewide (and higher on the neighbor islands), the CPI actually increased by 2%. Had the minimum wage been tied to CPI at that time, employers would have had to bear increased labor costs during the worst recession since the Great Depression.

Important Considerations

As a direct result of the significant proposed increase in the minimum wage, some businesses may have to cut back hours, reduce benefits or limit the hiring of new employees. In Hawaii between December 2015 and November 2016, the average hours worked per week dropped from 33 to 32.1. While that may seem small, this reduction effectively lowered a person's work hours by 46.8 hours in a year. At \$9 per hour that reduced their total annual income by over \$420.

Increasing the minimum wage will also greatly affect job opportunities, especially for new, unskilled workers. In addition to traditional adult workers changing industries, young adult workers also often receive their initial work experience by starting at unskilled jobs.

When Seattle instituted a \$15 per hour minimum wage, their economy had interesting and similar results. A study conducted by the University of Washington concluded that the increase in the minimum wage reduced the number of hours worked each week, affected employment by about 1.2 percentage points and had a minimal impact on workers' average total earnings. Overall, Seattle's experiment with the minimum wage may have magnified both the positive and negative impacts, resulting in little to no net benefit. Workers who did not lose hours may have enjoyed gains in income, while those who lost hours had a hard time finding a second job to make up for their lost hours and may have earned much less. Notably, neither



Seattle nor Washington State have a prepaid healthcare mandate on all businesses that **adds to the minimum wage anywhere from \$3.45-\$7.06 per hour per employee.**

If the minimum wage increases too rapidly, the market (as driven by consumers) will decide at the point of sale what they are willing to pay for. The Chamber respectfully submits that the quality of life of residents in Hawaii is largely a cost issue, driven in large part by the cost of housing.

While our economy is presently on strong footing, we note that the minimum wage has never been decreased when the economy enters a recession. The Council on Revenues also recently lowered the state's forecasted revenue growth because of a projected slowdown. Also, employers just went through minimum wage increases for the past couple of years, so we encourage the committee to take this into consideration.

For all the above reasons, we respectfully ask that this bill be held. Thank you for the opportunity to express our views and concerns.

HB-1191

Submitted on: 1/29/2019 11:16:26 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lance Ling	AYS Hawaii Inc	Oppose	No

Comments:

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:39 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Jason Kimura <lwnifbjgvafesol@ujoin.co>
Sent: Wednesday, January 30, 2019 10:25 AM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: jkimura256@gmail.com <Jason Kimura>

Message:

Please do not make it more expensive for everyone to live in Hawaii. There is no evidence that raising the minimum wage actually works. When wages are mandated by government, it eventually raises the cost of living for everyone, then the minimum wage will once again be deemed not high enough. There is no end to raising the minimum wage, which perpetuates a vicious cycle of a higher and higher cost of living. Plus, if employers are forced to give a higher minimum wage, what about the employees who have earned a higher wage for good work? Employers may be forced to raise their wages too to make it equitable. Most businesses increase the wages of entry level workers over time anyway. The government does not need to get involved with this issue. It's no wonder many younger people are forced to leave Hawaii.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Jason Kimura

Writer, graphic designer, photographer

Kailua

Hawaii



COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair

Rep. Linda Ichiyama Rep. Sean Quinlan
Rep. Lisa Kitagawa Rep. Kyle T. Yamashita
Rep. Angus L.K. McKelvey Rep. Lauren Matsumoto

NOTICE OF HEARING

DATE: Thursday, January 31, 2019
TIME: 9:30am
PLACE: Conference Room 309

TESTIMONY OF THE OCEAN TOURISM COALITION WITH CONDITIONAL SUPPORT OF HB1191 Relating to Minimum Wage:

Chair Johanson, Vice Chair Eli, and Members of the LAB Committee:

My name is James E. Coon, President of the Ocean Tourism Coalition (OTC), **speaking in Conditional Support of HB 1191 Relating to Minimum Wage:**

The OTC represents over 300 small ocean tourism businesses state wide. All of them operate from State Boating Facilities managed by DLNR/DOBOR. Most of these are family businesses which are locally owned and operated.

OTC Supports the intent of HB 1191 but it does not go far enough to help small businesses adapt to a rapidly rising minimum wage in an economic environment where all costs are increasing.

We believe that the intent of this bill is good and starting the right direction but would like to see more latitude given to employers of tipped employees who often make multiples of the Minimum Wage. We would also like to see some similar credit extended to the employer who hires teenagers and entry level workers who need extensive training. If no concessions are made for young people coming into the work force it will delay the entry point for many.

Sincerely,

James E. Coon, President OTC

LABtestimony

From: Jeff Gilbreath <jeff@hawaiiancommunity.net>
Sent: Tuesday, January 29, 2019 9:52 AM
To: LABtestimony
Subject: Testimony in SUPPORT of HB1191, with amendments

Aloha Chair Johanson, Vice Chair Eli, members,

I support HB1191 because it proposes to incrementally raise the minimum wage to \$17 an hour, the 2019 self-sufficiency wage level, according to DBEDT. However, I ask that you amend the bill to include language that automatically adjusts the minimum wage each year by indexing it to the consumer price index, or some other cost of living adjustment. I also ask that you remove the employer-mandated healthcare carve-out language.

The reality is that workers need to be able to pay for their basic needs if we hope to capture any economic activity from them as consumers. Businesses will benefit from a phased-in minimum wage increase: In the year of data available after the minimum wage increased from \$7.25 in 2014, Hawai'i saw a 6.4 percent increase in small businesses. Meanwhile, the number of restaurant server positions has increased by 20 percent between 2014 and 2018.

Meanwhile 48% of local families struggle to make ends meet. These are hardworking people, and they deserve a living wage now, and every year afterward.

Mahalo,

Jeff Gilbreath

Executive Director
Hawaiian Community Assets
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Honolulu, HI 96817
Direct: 808-587-7653
Main: 808-587-7886
Toll Free: 866-400-1116
TTY: 877-477-5990
Fax Direct: 808-628-6879
Web: www.hawaiiancommunity.net



Hawaiian Community Assets is a 501c3 nonprofit HUD-certified housing counseling agency and Native community development financial institution that builds the capacity of low- and moderate-income communities to achieve and sustain economic self-sufficiency with a particular focus on Native Hawaiians. Our philosophy –

kahua waiwai – supports permanent housing, culturally-relevant financial education, and asset building and community lending programs to achieve our mission.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for this opportunity to testify in support of increasing the minimum wage.

Legal starvation wages force full-time workers to struggle

According to the Hawaii's Department of Business Economic Development and Tourism, a single childless adult requires approximately \$35,000 annually, or \$17 per hour to be able to afford their basic necessities working 40 hours a week and 52 weeks a year. At the current legal minimum wage of \$10.10, a full-time workers earns only \$21,000. This requires working adults to either put in 65 hours on the job per week, to sacrifice their well-being by going without their basic necessities, or to depend on the generosity of society to make up the \$14,000 difference.

Low wage floor encourages worker exploitation

As many businesses in Hawaii work on slim margins, it's necessary that they reduce their costs wherever possible. If they can find someone to work for \$10.10 per hour rather than \$12 per hour, it is viewed as an effective way to help the bottom line and remain competitive. This race to the bottom might help small businesses stay afloat, but the consequence is that more than 200,000 workers are paid well below the \$17/hr required to keep them alive.

We should not depend on the selflessness of businesses to sacrifice and offer higher wages for the benefit of their employees, but rather we should level the playing field for all businesses. The minimum legal wage should be at least enough to provide that worker the ability to afford their basic needs and not depend on the state or society for help.

Without this mandated wage floor, Hawaii's lawmakers are encouraging and almost requiring businesses to exploit the labor force in order to cut costs. As long as one businesses is willing to pay below a living wage then many others must be willing to do the same.

Economic growth faster during minimum wage hikes

Despite the consistent rhetoric that our economy will collapse if low-wage workers are paid enough to afford their basic needs, the 4 year period from 2014 to 2018 when the minimum wage increased 39.2% from \$7.25 to \$10.10, the economy grew faster than in the previous 4 years.

From 2010 to 2014, Hawaii's real GDP per capita increased 5.5% compared to the US economy which increased by 7.5% over that same time frame. From 2014 to 2018, Hawaii's real GDP per capita increased 10.4%, while the US economy only grew by 10.0%.

Jobs in Hawaii at all-time highs

Despite the consistent rhetoric that jobs will disappear following minimum wage increases, Hawaii's employment numbers are currently at all-time highs following 4 straight years of minimum wage increases. In 2014 when the minimum wage was \$7.25, there were 667,000 people employed in Hawaii. In 2018, with a \$10.10 minimum wage, there were 687,000 people employed in Hawaii.

Restaurants have also felt this economic boom by employing 20% more wait staff now than in 2014.

Unemployment near record lows

This 4 year span from 2014 to 2018 was also met with all-time low unemployment rates. The unemployment rate dropped from 4.3% in 2014 to 2.1% in 2018. Finding a job in Hawaii today is easier than when the minimum wage was only \$7.25

Low-wage workers much better off

With the significant increase in the minimum wage, a full-time minimum wage worker earns \$6,000 more per year now than in 2014. As unemployment is near record lows, there is ample opportunity for them to find a job that pays them more. If we continue raising the minimum wage, low and middle income workers will benefit significantly.

All workers better off with minimum wage hikes

This economic boom was felt by workers across the spectrum. From 2014 to 2018 the real median wage of the Hawaii worker increase by more than 5%, after adjusting for inflation. This left the average full-time worker with more than \$2,000 to spend or save. Compared to the period between 2010 and 2014 when real worker wages declined by 4% and left full-time workers poorer by more than \$1,500 annually.

Increases in cost of living were slower during minimum wage hikes

Paying low wage workers more has not shown to lead to massive cost increases for the average consumer. The annual rate of inflation between 2010 and 2014 was 2.3% compared to only 1.9% between 2014 and 2018.

A majority of legislators support a living wage

We are fortunate to live in a Democratic state with so many legislators that stand with Democratic Party principles. A majority in the House have already come out to publicly support a living wage including 5 out of 8 members of the Labor Committee: Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. We are excited that these members now have the opportunity to stand by their positions and honestly represent the needs of their community for a living wage.

This is the entire list of House members that publicly support a living wage:

District 2 - Chris Todd	District 30 - Romy Cachola
District 5 - Richard Creagan	District 31 - Aaron Johanson
District 6 - Nicole Lowen	District 32 - Linda Ichiyama
District 7 - Dru Kanuha	District 35 - Roy Takumi
District 8 - Troy Hashimoto	District 37 - Ryan Yamane
District 10 - Angus McKelvey	District 38 - Henry Aquino
District 11 - Tina Wildberger	District 39 - Ty Cullen
District 14 - Nadine Nakamura	District 44 - Cedric Gates
District 16 - Dee Morikawa	District 46 - Amy Perruso
District 20 - Calvin Say	District 47 - Sean Quinlan
District 22 - Tom Brower	District 48 - Lisa Kitagawa
District 23 - Dale Kobayashi	District 49 - Scot Matayoshi
District 28 - John Mizuno	District 51 - Chris Lee
District 29 - Daniel Holt	

Thank you again for the opportunity to testify. Please amend this language to increase the minimum wage to a living wage and allow this measure to be voted on and passed.

Thank you,

Nate Hix

Director
Living Wage Hawaii
nate@livingwagehawaii.com



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of Hawai'i Appleseed Center for Law and Economic Justice
Comments on HB 1191 – Relating to Minimum Wage
House Committee on Labor and Public Employment
Thursday, January 31, 2019, 9:30 AM, conference room 309

Dear Chair Johanson, Vice Chair Eli, and members of the Committee:

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

We all hear the stories of families who are moving away from our state because they can't afford to live here. Our unique location in the middle of the ocean, as well as the very limited amount of land that we can build housing on, cause our prices to be higher than the rest of the nation. We need a minimum wage that can keep up with our cost of living.

You'd think that with the lowest unemployment rate in the nation, our workers would've seen big raises over the past few years. Yet we have **the lowest average wage in the nation**,ⁱ when you adjust for our cost of living.ⁱⁱ Something's out of balance. There's a lot of evidence that it's not just our prices, but also our low wages.

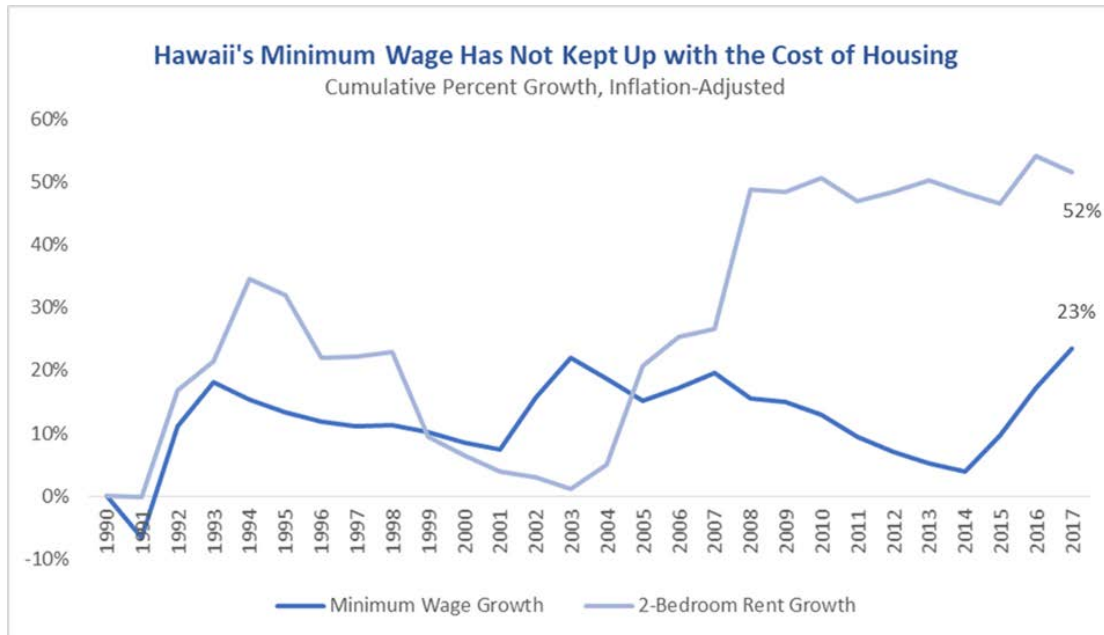
How much do you need to earn to make ends meet in Hawai'i? Here are a few answers:

- **\$17 per hour** in 2019 for a single person with no children and *with* employer-provided health insurance, according to our own state's Department of Business and Economic Development & Tourism,ⁱⁱⁱ
- **\$27.44 an hour** to afford a 1-bedroom rental in Hawai'i in 2018, according to the National Low-Income Housing Coalition,^{iv}
- **\$24.78 an hour** in 2017 for a single person with no children in Honolulu County to have a "modest yet adequate standard of living," according to Economic Policy Institute's family budget calculator,^v
- **\$21.52 an hour** in 2018 for a single childless worker in Hawai'i to achieve "basic economic security," according to the Institute for Women's Policy Research.^{vi}

With the highest cost of living in the nation, \$10.10 an hour is not a living wage for a single adult in Hawai'i, much less parents raising children. As low-wage jobs become the new normal, working families are falling further and further behind even as the economy continues to grow.

The Hawai'i Appleseed Center for Law and Economic Justice is committed to a more socially just Hawai'i, where everyone has genuine opportunities to achieve economic security and fulfill their potential. We change systems that perpetuate inequality and injustice through policy development, advocacy, and coalition building.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour). At that rate, a **Hawaii minimum wage worker has to work 109 hours per week just to pay rent for a 1-bedroom apartment.** According to the Aloha United Way, 48 percent of families in our state struggle with incomes below a minimum survival budget.^{vii}

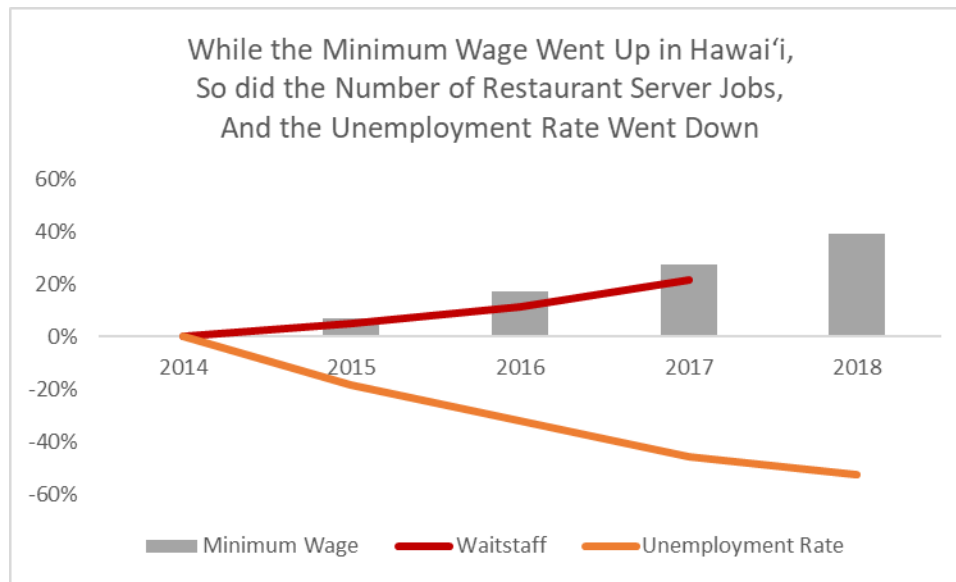


Meanwhile, consumer spending is the largest driver the economy -- accounting for two-thirds of GDP. And minimum wage workers spend a larger portion of their income than anyone else. When they make more, they spend more. As their wages grow, so too does their spending at local businesses. **A minimum wage hike promises to boost consumer demand and, in turn, our state economy's growth.**

Moreover, study after study shows that higher wages are good for businesses' bottom lines. **Higher wages improve employee morale, productivity, and loyalty, in turn reducing costly turnover and training.** Employees work harder because they want to keep their jobs, rather than looking for another with higher pay.

Despite claims to the contrary, decades of research – as well as real-world evidence – have proven that raising the minimum wage does not cause businesses to shed jobs. **Between 2015 and 2018, when the minimum wage in Hawai'i rose by 39 percent, our state's unemployment rate dropped by 52 percent. And since the minimum wage started rising in 2015, there was an increase in restaurant server jobs of 22 percent.**

The Hawai'i Appleseed Center for Law and Economic Justice is committed to a more socially just Hawai'i, where everyone has genuine opportunities to achieve economic security and fulfill their potential. We change systems that perpetuate inequality and injustice through policy development, advocacy, and coalition building.



The latest major academic study on the minimum wage, in 2017, found that, on average, 137 minimum wage increases since 1979 reduced the number of jobs paying *less* than the new minimum while adding jobs paying *at or above* the new minimum, effectively canceling each other out.^{viii}

In 2016, President Obama's Council of Economic Advisers looked at 19 recent state-level minimum wage hikes and concluded that "the recent legislation contributed to substantial wage increases with no discernible impact on employment levels or hours worked."^{ix}

A paper in 2015 analyzed 15 years of minimum wage research and found "no support for the proposition that the minimum wage has had an important effect on U.S. employment."^x A 2013 study reviewed the literature since 2000—including two meta-studies—and concluded that minimum wage increases "have no discernible effect on employment."^{xi}

In 2017, a University of Washington paper that claimed to find negative job effects from Seattle's minimum wage increase made a lot of headlines mainly because it contradicted the existing body of research.^{xii} In fact, a few days earlier, a University of California, Berkeley, study that found that Seattle's minimum wage increase had beneficial effects drew almost no media attention.^{xiii}

Since then, major flaws in the University of Washington paper have been found by economists at institutions such as the Economic Policy Institute, the University of California, Berkeley, and the Center for American Progress. As a result, some eminent economists who initially affirmed the Seattle paper have retracted their endorsements of it.^{xiv}

The Hawai'i Appleseed Center for Law and Economic Justice is committed to a more socially just Hawai'i, where everyone has genuine opportunities to achieve economic security and fulfill their potential. We change systems that perpetuate inequality and injustice through policy development, advocacy, and coalition building.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, \$17 would be livable as the lower-tier wage, with a higher wage for employees without employer-provided health insurance.

Hawai'i's minimum wage increased to \$10.10 on January 1, 2018. At this rate, a person working full-time, with holidays or vacation or sick time, takes home just \$21,000 a year. The legislature in 2014 enacted incremental increases to our minimum wage, with \$10.10 as the last step, so it's now losing ground to inflation. The minimum wage in 17 states plus DC have automatic inflation adjustments, and we are glad to see that this bill would have Hawai'i join them.

However, tipped workers in Hawai'i can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to this bill to eliminate the tip credit.

Please pass HB 1191, with the amendments described above. Thank you for your consideration of this testimony.

ⁱ https://data.bls.gov/cew/apps/table_maker/v4/table_maker.htm#type=0&year=2017&qtr=A&own=0&ind=10&supp=1

ⁱⁱ <https://www.bea.gov/system/files/2018-05/rpp0518.pdf>

ⁱⁱⁱ http://files.hawaii.gov/dbedt/economic/reports/self-sufficiency/self-sufficiency_2016.pdf

^{iv} <https://nlihc.org/oor/hawaii>

^v <https://www.epi.org/resources/budget/>

^{vi} <http://www.basiceconomicsecurity.org/best/budget.aspx>

^{vii} <https://www.auw.org/alice>

^{viii} <https://www.sole-jole.org/17722.pdf>

^{ix} <https://voxeu.org/article/minimum-wage-increases-and-earnings-low-wage-jobs>

^x https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2705499

^{xi} <http://cepr.net/press-center/press-releases//new-paper-finds-modest-minimum-wage-increases-have-little-impact-on-employment>

^{xii} <https://evans.uw.edu/sites/default/files/NBER%20Working%20Paper.pdf>

^{xiii} <http://irle.berkeley.edu/files/2017/Seattles-Minimum-Wage-Experiences-2015-16.pdf>

^{xiv} <https://www.washingtonpost.com/news/wonk/wp/2018/02/05/raising-the-minimum-wage-doesnt-cost-jobs-multiple-studies-suggest/>



HB 1191, RELATING TO MINIMUM WAGE

JANUARY 31, 2019 · HOUSE LABOR COMMITTEE ·
CHAIR REP. AARON LING JOHANSON

POSITION: Support, with suggested amendments.

RATIONALE: IMUAlliance supports and suggests an amendment for HB 1191, relating to minimum wage, which increases minimum wage rates annually beginning January 1, 2020, provides a lower rate for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health Care Act, and establishes inflation-adjusted annual increases beginning in 2026.

A living wage is a human right. According to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$32,957 to achieve self-sufficiency in Hawai'i in 2016, while a single parent with one child required \$56,157. At our current statewide minimum wage rate of \$10.10 per hour, however, a full-time employee earns only \$21,008 annually. Moreover, the National Low Income Housing Coalition's Out of Reach 2018 report estimates that a minimum wage worker would have to work 109 hours per week to afford a one-bedroom rental home at fair market rent, which is the equivalent of nearly three full-time jobs.

Additionally, as the minimum wage increased to \$10.10/hour over the last four years, our local economy has also grown. People earning more income, especially at the lower end of the pay scale, spend money on basic goods and services, thereby putting their increased earnings back into the local economy, increasing demand, raising local profits, and uplifting the Aloha State's overall economy. Over the same time span, we have experienced record low unemployment and

seen the number of small businesses increase. Hawai'i will likely see the same impact under new minimum wage increases, leading to greater prosperity for all.

We appreciate that this measure links future minimum wage increases to the Hawai'i consumer price index for all urban consumers for the twelve months prior to September 1 of each year as calculated by the United States Department of Labor. Furthermore, we hope that offering businesses a choice between paying an eventual \$17 minimum wage or a lower \$14 wage with healthcare incentivizes employers to provide full-time jobs to workers, who frequently string together multiple low-wage jobs to make ends meet, in some cases receiving no health benefits from any single employer as they are kept below the 20-hour threshold for statutorily required employer-sponsored medical insurance.

That said, **we urge you to amend this measure by eliminating the tip credit contained in HRS §387-2**, thereby preventing low-wage restaurant workers from losing precious earnings. It should also be noted that across the country, restaurant workers and advocacy groups have pointed to the tip credit's impact on sexual harassment, arguing that diners can more easily harass workers who won't retaliate for fear of losing tips. According to Restaurant Opportunities Center United (ROC United), restaurant servers—a group made up predominantly of women—are more likely to endure harassment and abuse from customers, since their livelihoods depend on the tips they earn.

We must provide economic justice to working families. We should not forego this legislative opportunity to help our islands' working poor, whose financial situation becomes more precarious with each passing year.



of Hawaii

January 29, 2019

From: Younghee Overly, Public Policy Chair, AAUW Hawaii

To: Hawaii State House Committee on Labor and Public Employment

Hearing Date/Time: Thursday, January 31, 2019 9:30AM

Place: Hawaii State Capitol, Room 309

Re: Testimony in SUPPORT of HB1191 with amendments

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Thank you for introducing HB1191 which would increase our state's minimum wage to \$17 in six steps from 2020 to 2025, and for a chance to submit a testimony in support of HB1191 with amendments.

In Hawaii, more than 52,000 family households are headed by women and about 17 percent of those families, or 8,799 family households, have incomes that fall below the poverty level¹. AAUW of Hawaii supports HB1191 because increasing the minimum wage to a living wage would provide much-needed income to women whose wages sustain their households.

According to DBEDT, the self-sufficiency income standard (aka living wage) for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour², which comes out to \$17 in 2019. Since HB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers. Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 8 states has automatic inflation adjustments³, and this bill could have Hawaii join them. Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet.

The American Association of University Women (AAUW) of Hawaii is a state-wide organization made up of six branches (Hilo, Honolulu, Kauai, Kona, Maui, and Windward Oahu) and includes just over 450 active members with over 1700 supporters statewide. As advocates for gender equity, AAUW of Hawaii promotes the economic, social, and physical well-being of all persons.

Sincerely,

A handwritten signature in blue ink, appearing to read "Y. Overly", is positioned below the "Sincerely," text.

¹ <http://www.nationalpartnership.org/our-work/resources/workplace/fair-pay/4-2017-hi-wage-gap.pdf>

² http://files.hawaii.gov/dbedt/economic/reports/self-sufficiency/self-sufficiency_2016.pdf

³ <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx>



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirtieth Legislature, State of Hawaii
House of Representatives
Committee on Labor and Public Employment

Testimony by
Hawaii Government Employees Association

January 31, 2019

H.B. 1191 – RELATING TO MINIMUM WAGE


The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the general premise of increasing the minimum wage for all workers in Hawaii. As drafted, H.B. 1191 increases the minimum wage rates on January 1, 2020 by bifurcating the wage increases based on receiving benefits under the Hawaii Prepaid Health Care Act and indexes future increases to the consumer price index.

We fully recognize that health care benefits are a critical component of any employee's total compensation package. Since state and county employees are exempt from the provisions of the Hawaii Prepaid Health Care Act, many of our members pay 40% of the total cost of their medical premiums regardless of how much they earn, which depending on the plan and type of enrollment, can be as high as \$1,300 per month for family coverage. This is simply unaffordable and forces too many government employees to take second, and sometimes third, jobs just to get by. The wage increases outlined in H.B. 1191 will positively impact much of the government workforce.

Additionally, Hawaii's minimum wage is \$10.10 per hour or \$21,000 a year for a full-time non-tipped minimum wage worker; however, our high cost of living continues to outpace wage increases. We believe increasing the minimum wage over the next five years and then subsequently indexing the minimum wage to the Honolulu consumer price index for future years is one tool that will continue to spur Hawaii's economy. We strongly support increasing a minimum wage earner's purchasing power and thus generating much needed consumer spending.

Thank you for the opportunity to testify in support of H.B. 1191.

Respectfully submitted,


for Randy Perreira
Executive Director

HB-1191

Submitted on: 1/29/2019 11:01:50 PM

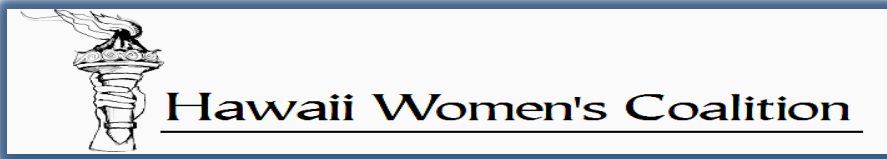
Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Joseph Kohn MD	We Are One, Inc. - www.WeAreOne.cc - WAO	Support	No

Comments:

HB1191 proposes a two tiered minimum wage, \$17 by 2025 for workers without employer provided health insurance and \$14 by 2025 for workers with employer covered health insurance. While well intended and a thoughtful approach to incentivize employers to provide health insurance, I believe all workers deserve both health insurance and a minimum wage of at least \$17.

www.WeAreOne.cc



COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

Rep. Aaron Ling Johanson, Chair

Rep. Stacelynn K.M. Eli, Vice Chair

DATE: Thursday, January 31, 2019

TIME: 9:30am

PLACE: Conference Room 309

Strong Support for HB1191 relating to the Minimum Wage

Aloha Chair Johanson, Vice Chair Eli and members,

The Hawaii Women's Coalition is in **Strong Support** of this measure since this is an issue the more adversely affects women.

- According to the Bureau of Labor, in 2017, Hawaii women who were full-time wage and salary workers had median usual weekly earnings of \$734 or 80.0 percent of the \$918 median usual weekly earnings of their male counterparts.
- Women workers tend to be clustered in the low-wage industries: food service, retail, and "caring" (home health, child, elder care) industries.
- Women are also over-represented in occupations that can be paid the lower "tipped" minimum wage, such as waitress, hairdresser, and nail technician.
- The majority of low-wage workers in Hawaii are women, and most of the workers who would benefit from an increase in the minimum wage are women.
- Single mothers are the most adversely affected and cannot pay rent, buy food and care for their children on the current minimum wage.
- Many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Women make up a large percentage of this category, particularly in moderately priced restaurants. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

In addition, our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC has automatic inflation adjustments, and this bill would have Hawaii join them.

Mahalo for the opportunity to testify,

Ann S. Freed

Co-Chair, Hawaii Women's Coalition



49 South Hotel Street, Room 314 | Honolulu, HI 96813
www.lwv-hawaii.com | 808.531.7448 | voters@lwv-hawaii.com

COMMITTEE on LABOR AND PUBLIC EMPLOYMENT

THURSDAY, 1/31/19, 9:30 am, Room 309
HB1191, Relating to Minimum Wage

TESTIMONY

Beppie Shapiro, Legislative Committee, League of Women Voters of Hawaii

Chair JOHANSON, Vice-Chair ELI, and Committee Members:

The League of Women Voters of Hawaii **supports an amended HB1191 that would increase the minimum wage to \$17 for workers who don't get health insurance through their employer and to \$14/hour for workers who do get health insurance; and indexes the minimum wage to the increase in the CPI for Hawaii.**

We believe it is clear to virtually every resident of Hawaii that too many of our employed fellow residents cannot afford housing, transportation, adequate food, and/or medical care. The statistics on poverty rate and child hunger, among other shocking data, are regularly released.

A \$17 minimum wage has been determined by DBEDT to be the minimum living wage for a single employed person with no children. A person supporting a child needs almost double this amount - and that provides a bare-bones life experience few people here today would be willing to accept for themselves.

Repeated studies and Hawaii's own experience show that increasing the minimum wage does not decrease employment, lead to more bankruptcies, or other harmful effects. In fact, giving people earning minimum wage more money increases the taxes the state will collect, and the money circulated in the economy to the advantage of many businesses.

SUGGESTED AMENDMENT: The schedule for implementing the increased wage is too gradual. By 2025 the value of the proposed increase will be considerably less than a living wage, given normal increases in living costs over 6 years. The League proposes increases over 3 or at most 4 years. Remember that with today's costs, \$17/hour provides a very restricted living. By 2025 it will be impossible to live on this amount and we will be back again to debate providing a living wage.

We strongly support this bill if amended as we suggest.

Thank you for the opportunity to submit testimony.

THE HOUSE

Committee on Labor & Public Employment
Representative Aaron Ling Johanson Chair
Representative Stacelynn K.M. Eli, Vice Chair
State Capitol, Conference Room 309
Thursday, January 31, 2019; 9:30 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 1191
RELATING TO MINIMUM WAGE**

The ILWU Local 142 **supports** H.B. 1191, which increases the minimum wage rates annually beginning January 1, 2020, provides a lower rate for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health Care Act and provides for inflation-adjusted annual increases beginning in 2026.

Hawaii low-income workers are struggling – in fact, any individual earning less than \$40,850 in Hawaii is considered “very low income” according to the U.S. Housing and Urban Development. And unfortunately, a full-time minimum wage worker in Hawaii struggles to make \$20,000 a year or essentially half the income as a “very low income” worker in Hawaii. What this tells us is we clearly have a wage crisis and to make matters worse, the National Low Income Housing Coalition proclaims a renter in Hawaii needs to earn over \$36 an hour to simply afford a modest two-bedroom rental. Further, to add salt to the wound, Hawaii has seen a population decline for the second straight year amounting to the fifth highest population decline among all the states. The truth is, Hawaii residents simply cannot afford to live in Hawaii and raising the wage to a living wage will help keep our families together, reduce the number of homeless from our streets and inject millions of dollars into our economy that relies heavily on consumer spending.

We also would like to provide some comments regarding the lower minimum wage rate for employees who receive employer health care coverage. While Hawaii is unique with the Hawaii Prepaid Health Care Act it should be noted that Massachusetts also requires employers of 10 or more to provide health care coverage to full-time workers and just recently enacted a \$15 minimum wage measure with no health care minimum wage deduction including a statewide family/paid leave program that business in Hawaii do not have to provide. Further, the Chamber of Commerce including other business organizations have often argued that minimum wage workers are teenagers working part-time jobs which means many likely wouldn't qualify for employer health care coverage. On the other hand, if many minimum wage workers are teenagers and happen to work full-time their employer health care coverage would be cheaper than an older worker i.e., their premiums are less expensive. Lastly, an increase in the minimum wage does not result in higher premium rates but could actually decrease the amount owed by an employer by a slight amount since they have the ability to charge 1.5% of the employee's monthly gross earnings. Nevada's minimum wage approach is similar to this approach but reduces the minimum wage by \$1.00 if the employer offers health care coverage – a \$1.00 or \$2.00 approach seems more reasonable especially if most minimum wage earners are teenagers with less expensive premiums.

There are also some concerns regarding the accounting for a two-tiered minimum wage approach that is tied with the Hawaii Prepaid Health Care Act. Workers qualify for employer health care coverage after working four consecutive weeks and are employed for 20 or more hours per week. Employment

hours could change weekly or monthly resulting in employees losing employer mandated health care coverage or gaining health care coverage. This means the minimum wage could vary from employee to employee depending on their hours worked.

That being said, we appreciate the time and effort to draft a proposal that could increase the minimum wage for thousands of workers in Hawaii and hope to continue this conversation during the next few months of session. We would also like to see the repeal of the tip credit language. 7 states, including states with a vibrant service sector economy such as California and Nevada have eliminated the tip credit.

Thank you for the opportunity to offer testimony on this measure. The ILWU urges the passage of H.B. 1191.

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LABOR AND PUBLIC EMPLOYMENT

RE: HB 1191 - RELATING TO MINIMUM WAGE

THURSDAY, JANUARY 31, 2019

MITZIE HIGA, LEGISLATIVE CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Johanson and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **supports HB 1191 with the suggested amendments**, relating to minimum wage.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

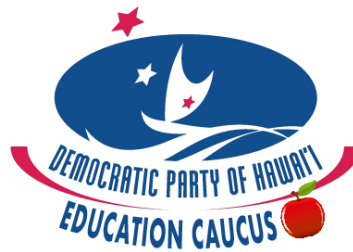
HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, **it would make sense to amend the language to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.**

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. **Hawai'i should join them, too, with an amendment to eliminate the tip credit.**

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

To provide a living wage to all workers in Hawaii, the Labor Caucus asks your committee to **support** this bill with suggested amendments.



HOUSE BILL 1191, RELATING TO MINIMUM WAGE

JANUARY 31, 2019 · HOUSE LABOR COMMITTEE ·
CHAIR REP. AARON LING JOHANSON

POSITION: Support, with suggested amendments.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports and suggests an amendment for HB 1191, relating to minimum wage, which increases minimum wage rates annually beginning January 1, 2020, provides a lower rate for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health Care Act, and establishes inflation-adjusted annual increases beginning in 2026.

A living wage is a human right. According to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$32,957 to achieve self-sufficiency in Hawai'i in 2016, while a single parent with one child required \$56,157. At our current statewide minimum wage rate of \$10.10 per hour, however, a full-time employee earns only \$21,008 annually. Moreover, the National Low Income Housing Coalition's Out of Reach 2018 report estimates that a minimum wage worker would have to work 109 hours per week to afford a one-bedroom rental home at fair market rent, which is the equivalent of nearly three full-time jobs.

Additionally, as the minimum wage increased to \$10.10/hour over the last four years, our local economy has also grown. People earning more income, especially at the lower end of the pay scale, spend money on basic goods and services, thereby putting their increased earnings back

into the local economy, increasing demand, raising local profits, and uplifting the Aloha State's overall economy. Over the same time span, we have experienced record low unemployment and seen the number of small businesses increase. Hawai'i will likely see the same impact under new minimum wage increases, leading to greater prosperity for all.

We appreciate that this measure links future minimum wage increases to the Hawai'i consumer price index for all urban consumers for the twelve months prior to September 1 of each year as calculated by the United States Department of Labor. Furthermore, we hope that offering businesses a choice between paying an eventual \$17 minimum wage or a lower \$14 wage with healthcare incentivizes employers to provide full-time jobs to workers, who frequently string together multiple low-wage jobs to make ends meet, in some cases receiving no health benefits from any single employer as they are kept below the 20-hour threshold for statutorily required employer-sponsored medical insurance.

That said, we urge you to amend this measure by eliminating the tip credit contained in HRS §387-2, thereby preventing low-wage restaurant workers from losing precious earnings. It should also be noted that across the country, restaurant workers and advocacy groups have pointed to the tip credit's impact on sexual harassment, arguing that diners can more easily harass workers who won't retaliate for fear of losing tips. According to Restaurant Opportunities Center United (ROC United), restaurant servers—a group made up predominantly of women—are more likely to endure harassment and abuse from customers, since their livelihoods depend on the tips they earn.

We must provide economic justice to working families. We should not forego this legislative opportunity to help our islands' working poor, whose financial situation becomes more precarious with each passing year.



Thursday, January 31, 2019

House Bill 1191

Testifying in Support With Amendments

Aloha, Chair Johanson, Vice-Chair Eli, and Members of the Committee on Labor and Public Employment,

The Democratic Party of Hawai'i (The Party) **supports, with amendments, HB1191 Relating to the Minimum Wage**, increases minimum wage rates annually beginning January 1, 2020, provides a lower rate for employees who receive employer-sponsored health benefits under the Hawai'i Prepaid Health Care Act, and provides for inflation-inflation-adjusted annual increases beginning in 2026.

Workers earning the minimum wage today are making only \$21,000 annually. This in the state with the highest cost of living and among the highest housing costs in the country. At this wage, it's no wonder we have the highest per-capita rate of homelessness in the nation. Working full-time at the current \$10.10 an hour, an individual has to work 109 hours a week to afford a one-bedroom apartment.

Despite messaging to the contrary, the minimum wage was not initially established to provide an "opening" or "training" wage for young or new workers. It was never intended as a starting wage for teenagers joining the workforce. In fact, in the wake of industrialization and the Great Depression, the federal minimum wage was established to ensure workers were being paid enough to survive.

According to DBEDT's Self-Sufficiency Income Standard¹, in 2016, an individual living in Honolulu needed to be making \$33,350 a year to be "self-sufficient." This works out to \$15.84 per hour. This works out to \$17 in 2019. It is for this reason primarily that the Party, working with the Raise Up Hawai'i Coalition, believes the State Legislature should move the minimum wage to \$17 an hour as quickly as possible, but slowly enough to allow businesses to adapt and to avoid job losses.

From 2014, when the last minimum wage increase was passed, to 2018 Hawai'i's unemployment rate dropped for each of the four consecutive years the minimum wage increased. Obama's Council on Economic Advisors looked at 19 state-level minimum wage increases and concluded that "the recent legislation contributed to substantial wage increases with no discernible impact on employment levels or hours worked."

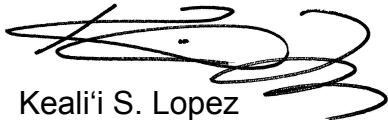
Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus D.C. have automatic inflation adjustments, and this bill would have Hawai'i join them.

However, many hard-working Hawai'i residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawai'i should join them, too, and eliminate the tip credit.

The Party recognizes the challenges small businesses face in Hawai'i, but we do not believe those challenges should be prioritized over the needs of working people. The talking points from the Chamber of Commerce and the Restaurant Association do little other than to misinform and instill fear in legislators. It is important we find a way to address the reasonable concerns of small businesses while ensuring one job is enough to make a living in Hawai'i.

For all these reasons, we urge pass this bill with amendments.

Mahalo for the opportunity to testify,



Keali'i S. Lopez
Chair, Democratic Party of Hawai'i

1. http://files.hawaii.gov/dbedt/economic/reports/self-sufficiency/self-sufficiency_2016.pdf



House Committee on Labor & Public Employment

Hawai'i Alliance for Progressive Action strongly supports: HB 1191

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Karen Shishido

Leslie Malulani Shizue Miki

Thursday, January 31, 2019, 9:30 a.m. Conference Room 309

Aloha Chair Johanson, Vice Chair Eli, and Members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments on behalf of the Hawaii Alliance for Progressive Action (HAPA).

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum-wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

SB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises

tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Despite claims to the contrary, decades of research has shown that raising the minimum wage does not increase unemployment rates.

The latest major study, in 2017, found that, on average, 137 minimum-wage increases since 1979 reduced the number of jobs paying LESS than the new minimum while also adding jobs paying AT OR ABOVE the new minimum, effectively canceling each other out. [1]

In 2016, President Obama's Council of Economic Advisers looked at 19 recent state-level minimum wage hikes and concluded that "the recent legislation contributed to substantial wage increases with no discernible impact on employment levels or hours worked." [2]

Another paper in 2015 analyzed 15 years of minimum-wage research and found "no support for the proposition that the minimum wage has had an important effect on U.S. employment." [3] A 2013 study reviewed the literature since 2000—including two meta-studies—and concluded that minimum wage increases "have no discernible effect on employment." [4]

Last summer, a University of Washington paper that found negative job effects from Seattle's minimum wage increase made a lot of headlines mainly because it contradicted the existing body of research. [5] In fact, a few days earlier, a University of California, Berkeley, study that found that Seattle's minimum wage increase had beneficial effects drew almost no media attention. [6]

Since then, major flaws in the University of Washington paper have been found by economists at institutions such as the Economic Policy Institute [7], the University of California, Berkeley [8], and the Center for American Progress [9]. As a result, some eminent economists who initially affirmed the Seattle paper have retracted their endorsements of it. [10]

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

HAPA is a member of the Common Good Coalition and Raise Up Hawaii.

Mahalo for your consideration,

A handwritten signature in black ink, appearing to read 'Anne Frederick', written in a cursive style.

Anne Frederick
Executive Director

[1] Centre for Economic Performance, *The effect of minimum wages on the total number of jobs: Evidence from the United States using a bunching estimator*, CEP Discussion Paper No 1531, February 2018.

[2] VOX CEPR Policy Portal, *Minimum wage increases by US states fuelled earnings growth in low-wage jobs*, December 2, 2016.

[3] Tuck School of Business Working Paper No. 2705499, *15 Years of Research on U.S. Employment and the Minimum Wage*, December 20, 2015.

[4] Center for Economic and Policy Research, *Why Does the Minimum Wage Have No Discernible Effect on Unemployment?*, February 2013.

[5] National Bureau of Economic Research, Working Paper 23532, *Minimum wage increases, wages, and low-wage employment: Evidence from Seattle*, June 2017.

[6] Center on Wage and Employment Dynamics, *Seattle's Minimum Wage Experience 2015-16*, June 2017.

[7] Economic Policy Institute, *The "high road" Seattle labor market and the effects of the minimum wage increase*, June 26, 2017.

[8] Center on Wage and Employment Dynamics, "UC Berkeley and the UW reports on the effects of Seattle's minimum wage policy," Reich, Michael, Memorandum to Robert Feldstein, June 26, 2017.

[9] Center for American Progress, "Five Flaws in a New Analysis of Seattle's Minimum Wage," June 28, 2017

[10] The Washington Post, "The effects of 137 minimum wage hikes, in one chart," February 5, 2018.

HB-1191

Submitted on: 1/29/2019 5:39:14 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Ben Robinson	IP Xpert of Honolulu	Support	No

Comments:

HB-1191

Submitted on: 1/28/2019 7:28:01 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Michael Golojuch Jr	LGBT Caucus of the Democratic Party of Hawaii	Comments	Yes

Comments:

Aloha Representatives,

While the LGBT Caucus of the Democratic Party of Hawaii appreciates the intent of HB 1191 we respectfully request that if this bill is moved out of committee that it has the minimum wage reach \$17.00 an hour by 2022 and remove the pro-rated hourly rate for those that receive health care benefits.

Mahalo for your consideration and for the opportunity to testify.

Mahalo,

Michael Golojuch, Jr.
Chair
LGBT Caucus of the Democratic Party of Hawaii

HB-1191

Submitted on: 1/29/2019 6:15:35 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lahela Hekekia	Individual	Oppose	No

Comments:

Raising the minimum wage will work against small businesses, which are already struggling to stay open in the face of ever-rising rents. If you raise the wages, I guarantee that the big corporate entities will be the ones left standing, but they will respond by adding more self service kiosks and other ways of trimming the work force. They will also become more picky with hires and unskilled labor will find a very hard time finding a job.

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:26 AM
To: eli2 - Ivan; eli1 - Sydney
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Anthony Borge <kbubuaehgwsvoj@ujoin.co>
Sent: Wednesday, January 30, 2019 10:16 AM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: tony@rmasalesco.com <Anthony Borge>

Message:

A. We have never started new hires at the established minimum wage over the last 13 years. Our wages are based on minimum skills, attitude and aptitude of each individual. B. Increasing the minimum wage will contribute to and be reflected in the price increase on goods and services to varying degrees. Not all businesses will be able to pass through the increase in labor as well as other cost increases such as rent, utilities, insurance, material/product, transportation, etc. into their goods and services and will be forced to downsize instead of growing the business. C. Price increases to the consumers of goods and services will result in a decline in purchases to varying degrees if the products are a nice to have vs. a need to have. Businesses will need to downsize. Thank you.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Anthony Borge

Aiea

Hawaii

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:39 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Carol Ai <nwlydeytetmqpzx@ujoin.co>
Sent: Wednesday, January 30, 2019 10:24 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: cai@citymill.com <Carol Ai>

Message:

This minimum wage increase will significantly affect our business. The competition online and the big boxes have made it very difficult for us to compete.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Carol Ai

Vice President

Honolulu

Hawaii

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:27 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Malia Lageman <vmbstnprmttbmwn@ujoin.co>
Sent: Wednesday, January 30, 2019 10:13 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: malia@cardinalservicesltd.com <Malia Lageman>

Message:

My company has decreased in number of employees every time there is a significant increase in the minimum wage. The increasing cost of doing business in Hawaii is forcing employers to move toward more automation and few employees to be able to compete with mainland competitors. Many businesses can't increase the cost of the services to match the rise in costs because of the globalization of many industries. When businesses are forced to become leaner to make ends meet the employees come out at the losing end of the equation.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Malia Lageman

President

Honolulu

Hawaii

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:28 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Geal Talbert <wgsammfuqjsxido@ujoin.co>
Sent: Wednesday, January 30, 2019 10:07 AM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: geal.talbert@ubs.com <Geal Talbert>

Message:

Minimum wage is a starting point. People are not supposed to be able to raise a family on minimum wage. They would learn about the job from a starting point with minimum wage and try to take on more responsibility that would give them more pay.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Geal Talbert

CFP

Honolulu

Hawaii

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:38 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Minh Tran <hyrqlwsaqdkkvxi@ujoin.co>
Sent: Wednesday, January 30, 2019 10:37 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: hi@brokenricehi.com <Minh Tran>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Minh Tran

Owner

Honolulu

Hawaii

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:48 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Taryn Rodighiero <lsapikkamvygqng@ujoin.co>
Sent: Wednesday, January 30, 2019 9:59 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: aloha@kaikini.com <Taryn Rodighiero>

Message:

I've been a small business owner on Kauai for over 8 years manufacturing swimwear. Labor is my highest cost and raising the minimum wage would be detrimental to my business. I understand that without my employees, I wouldn't be anywhere and in order to retain them I will have to pay accordingly. I increase the pay of each employee based on their performance, giving raises at least every year. But please, let me decide if those raises are deserving. Being forced to raise pay for someone that is not performing at the level their pay justifies will not help me or any other small business on kauai. Thank you for your time. - Taryn Rodighiero Founder/ Designer KaiKini Bikinis

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Taryn Rodighiero

Founder/ Designer

Kapaa

Hawaii

From: Stanley Lau <kvwjfxwkodgmix@ujoin.co>
Sent: Wednesday, January 30, 2019 10:18 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: stanleylau@gmail.com <Stanley Lau>

Message:

Raising the minimum wage adversely affects everyone in our state and our visitors. Studies in WA and CA show that the long term effects of a minimum wage increase hurt the people the increases are intended to help. The increases also create a burden for all people in the form of higher costs. We need to look at ways to lower costs. Hawaii is already the most expensive state in the nation to live in and increased minimum wages will make the problem even worse.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. Businesses cannot afford more costs mandated through this legislation. Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Stanley Lau

CEO

Honolulu, Hawaii

HB-1191

Submitted on: 1/28/2019 9:21:39 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Greg and Pat Farstrup	Individual	Support	No

Comments:

HB-1191

Submitted on: 1/29/2019 3:27:23 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Randy Gonce	Individual	Support	Yes

Comments:

H.B. 1191
RELATING TO MINIMUM WAGE
House Committee on Labor & Public Employment
Public Hearing – January 31, 2019
9:30 AM, State Capital, Conference Room 309

Aaron Ling Johanson, Chair
Stacelynn K.M. Eli, Vice Chair

By: Dannah G. Yamamoto

Tuesday, January 29, 2019

I am writing to express my support of H.B. 1191 to increase the minimum wage in Hawaii.

I have worked as a Social Worker for families on Oahu for over two years. This position has given me a fuller perspective of the financial struggle families are facing due to the high cost of living. Many of our vulnerable populations work multiple minimum wage jobs just to afford rent, much less clothing and food to feed their families. I think of a single mother I know who has a desire to get her college degree, so she can give back to her community. Yet, she needs to work two, full-time, minimum wage jobs just to support her family. When she adds riding public transportation to and from these jobs, she has no time or resources to pursue higher education. It should not have to be this way.

Currently fewer than two-thirds of jobs in Hawaii pay a living wage, which is estimated to be \$17/hour for a single adult. Since these jobs are needed for our society to function properly, we should pay these workers what they are worth to us. Everyone who is working should be worth at least a living wage. This bill commits to raising the minimum wage incrementally so that by 2025, minimum wage will equal the actual living wage. Though this is one piece to a complicated puzzle, I believe it will bring us a step closer to thriving as a community.

We cannot succeed as a society until those on the edges are given the opportunity to succeed as well. I urge the committee to pass H.B. 1191. Thank you for this opportunity to testify.

Dannah Yamamoto

91-1649 Burke St
Ewa Beach, HI 96706

HB-1191

Submitted on: 1/29/2019 1:40:28 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Jennifer Kimiko LaHaela Walter	Individual	Support	No

Comments:

Position: SUPPORT - Amend to a Living Wage

Aloha Chair Johanson, Vice Chair Eli, and Members of the Committee on Labor & Public Employment,

First, mahalo for hearing this important bill so early in session and also for your commitment to increasing the minimum wage.

I'd like to provide a short personal experience before I outline the statistics of the minimum wage situation in our state--details of which you undoubtedly already know.

I am a mid-thirties, working professional, married to a partner with the same graduate-level credentials as I, struggling to make ends meet in busy Honolulu while raising our 4-year-old daughter. I, like so many of my counterparts, will probably never be able to buy a house for my small family. I might not ever own property in this wonderful state, which bore my grandparents, mother, and many of my other relatives. A hard reality to accept, however, my concern is this: if we, two highly educated, skilled workers, are struggling to raise our family making a combined income of what was last year designated as just above the "low income" bracket in Hawai'i, then what are other, less fortunate, less skilled, less educated workers doing to survive? This is not a thriving community we are building. The residents here in paradise are simply surviving on starvation wages, working two, three, even four jobs just to stay afloat. This is unacceptable and the time is now to start creating the change our communities deserve. Let's start by raising the minimum wage to a living wage!

Now for the facts:

- Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation.**

For example, a Hawai'i minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

- With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party of Hawai'i has made a living wage their number one priority for the 2019 legislative session. HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025.
- Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.
- Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawai'i join them.
- Many hard-working Hawai'i residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawai'i should join them, too, and eliminate the tip credit.
- Studies have found that higher wages are good for business. Hawai'i's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, and Representatives Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers.

Please pass HB1191 with amendments to help our minimum wage workers and their families be able to finally make ends meet. Mahalo nui loa!

Kimiko LaHaela Walter, Mo'ili'ili

HB-1191

Submitted on: 1/29/2019 2:48:51 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Erica Scott	Individual	Support	No

Comments:

HB-1191

Submitted on: 1/29/2019 3:35:24 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Joshua Kay	Individual	Support	No

Comments:

I strongly support HB 1191, with amendments. Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019.

In my experience, increases in the minimum wage usually result in wage increases for other low income workers as well. And studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers be able to make ends meet.

HB-1191

Submitted on: 1/29/2019 4:16:26 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
L.M. Holmes	Individual	Support	No

Comments:

I strongly support raising the minimum wage to at least \$15/hour as quickly as possible. All measures which help reach that goal deserve your support. Mahalo.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Adrian Cole

Email

adriancolehawaii@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Alayna Espeseth

Email

alayna.espe@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Alina Bwy

Email

alinamadadi@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Alisha Summers

Email

alishaks@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

AMANDA Tompkins

Email

sundaysinhawaii@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LABtestimony

From: Andres Autrique <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:26 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Andres Autrique
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

LABtestimony

From: Angelina Mercado <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 3:01 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Angelina Mercado
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Anne Nason

Email

annenason@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Sr. Katherine-Francis Miller <srkfmiller@sacredhearts.org>
Sent: Tuesday, January 29, 2019 10:34 AM
To: LABtestimony
Subject: Testimony in SUPPORT of HB1191, with amendments

Aloha Chair Johanson, Vice Chair Eli, members,

I support HB1191 because it proposes to incrementally raise the minimum wage to \$17 an hour, the 2019 self-sufficiency wage level, according to DBEDT. However, I ask that you amend the bill to include language that automatically adjusts the minimum wage each year by indexing it to the consumer price index, or some other cost of living adjustment. I also ask that you remove the employer-mandated healthcare carve-out language.

The reality is that workers need to be able to pay for their basic needs if we hope to capture any economic activity from them as consumers. Businesses will benefit from a phased-in minimum wage increase: In the year of data available after the minimum wage increased from \$7.25 in 2014, Hawai'i saw a 6.4 percent increase in small businesses. Meanwhile, the number of restaurant server positions has increased by 20 percent between 2014 and 2018.

Meanwhile 48% of local families struggle to make ends meet. These are hardworking people, and they deserve a living wage now, and every year afterward.

Mahalo,

Barbara C. Miller

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Barbara Treat

Email

bltreat@infrastructureworld.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Becky Gardner

Email

beckygforkaimuki@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

BIANCA ISAKI

Email

BIANCA@KAHEA.ORG

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Brad Wong

Email

bwong67@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Brandon Duran

Email

brandon.duran@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitments to increasing the minimum wage.

As a person of faith this is a vital issue for me. The Christian scriptures are replete with calls for economic justice: from provisions for the vulnerable (Lev 23:22) to granting rest from work for all (Deut 5:12-15), to harsh warnings for those who uphold economic injustice (Jer 22:13 Mark 11:15-18). It is clear that economic justice is close to the heart of God and to those who love God.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. Paying workers a living wage affirms their dignity and our dignity as a society.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

I am glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,

Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families. May God bless you with courage, compassion, and wisdom as you lead our state.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Bryce Jackman

Email

jackmanbryce85@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Cameron Hines

Email

cameronjhines@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Camille Caron

Email

94caron@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Chantel Tokumoto

Email

chantelm@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Christian Reyes

Email

crreyes.249@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Daly Johnson

Email

dalyjohnson10@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Danielle Beaver

Email

drbeaver@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Dawn Kubota

Email

dawnkubota@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Emily Vallejo

Email

emilyj.vallejo@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Eric Schrager <peschrager@gmail.com>
Sent: Tuesday, January 29, 2019 1:58 PM
To: LABtestimony
Subject: Testimony in SUPPORT of HB1191, with amendments

Aloha Chair Johanson, Vice Chair Eli, members,

I support HB1191 because it proposes to incrementally raise the minimum wage to \$17 an hour, the 2019 self-sufficiency wage level, according to DBEDT. However, I ask that you amend the bill to include language that automatically adjusts the minimum wage each year by indexing it to the consumer price index, or some other cost of living adjustment. I also ask that you remove the employer-mandated healthcare carve-out language.

The reality is that workers need to be able to pay for their basic needs if we hope to capture any economic activity from them as consumers. Businesses will benefit from a phased-in minimum wage increase: In the year of data available after the minimum wage increased from \$7.25 in 2014, Hawai'i saw a 6.4 percent increase in small businesses. Meanwhile, the number of restaurant server positions has increased by 20 percent between 2014 and 2018.

Meanwhile 48% of local families struggle to make ends meet. These are hardworking people, and they deserve a living wage now, and every year afterward.

Mahalo,

Eric Schrager
Ewa Beach

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Erica Scott

Email

tika_bean@hotmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Erik Ries

Email

ries@etcstudios.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Fatima Abed

Email

fatimaworks898@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Flora Wang

Email

floramwang@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

I graduated from UH Manoa with a Bachelor degree and then was paid less than a living wage when I started working after graduation. As a result, I can attest that I would have struggled immensely if I did not receive financial support from my parents. There is no way I could have supported myself on the wage that I received if I did not have external help.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,

Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Garrett Bell

Email

gmontgomeryb@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

HB-1191

Submitted on: 1/29/2019 5:34:33 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Linda Wong	Individual	Support	No

Comments:

People in Hawaii need this increase for a living wage.

HB-1191

Submitted on: 1/29/2019 5:36:20 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Angus Raff-Tierney	Individual	Support	No

Comments:

HB1191 proposes a two tiered minimum wage, \$17 by 2025 for workers without employer provided health insurance and \$14 by 2025 for workers with employer covered health insurance. While well intended and a thoughtful approach to incentivize employers to provide health insurance, I believe all workers deserve both health insurance and a minimum wage of at least \$17.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Hunter Heavilin

Email

huntersh@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jaime M Montero

Email

therealcooldennis@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

James McDonough

Email

james_mcdonough@fastmail.fm

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jamie Yoo

Email

jaammieeee.yoo@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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Thank you for your continued support for Hawaii's working families.

LABtestimony

From: janice palma-glennie <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:26 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: janice palma-glennie
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Aloha Chair Johanson, Vice Chair Eli, and members of the Committee,

as we spend so much time and money trying to find answers for the homeless crisis and the slipping middle class, I strongly support of HB 1191 with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet.

Mahalo for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jayme Barton

Email

jaymebee@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jenny Jung

Email

jennyj7@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jeremiah French

Email

fishbonium@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Jessica Clopton <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:27 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Jessica Clopton
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

LABtestimony

From: Jonathan Boyne <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:23 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Jonathan Boyne
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

LABtestimony

From: Joy Marshall <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:49 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Joy Marshall
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

LABtestimony

From: Jun Shin <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 11:43 AM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Jun Shin
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Justin Jansen

Email

jansen.justin@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Kelsey Amos <kmt.amos@gmail.com>
Sent: Tuesday, January 29, 2019 10:12 AM
To: LABtestimony
Subject: Testimony in SUPPORT of HB1191, with amendments

Aloha Chair Johanson, Vice Chair Eli, members,

I support HB1191 because it proposes to incrementally raise the minimum wage to \$17 an hour, the 2019 self-sufficiency wage level, according to DBEDT. However, I ask that you amend the bill to include language that automatically adjusts the minimum wage each year by indexing it to the consumer price index, or some other cost of living adjustment. I also ask that you remove the employer-mandated healthcare carve-out language.

The reality is that workers need to be able to pay for their basic needs if we hope to capture any economic activity from them as consumers. Businesses will benefit from a phased-in minimum wage increase: In the year of data available after the minimum wage increased from \$7.25 in 2014, Hawai'i saw a 6.4 percent increase in small businesses. Meanwhile, the number of restaurant server positions has increased by 20 percent between 2014 and 2018.

Meanwhile 48% of local families struggle to make ends meet. These are hardworking people, and they deserve a living wage now, and every year afterward.

Mahalo,
Kelsey

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kevin Landers

Email

kvnplndrs@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Layla Kilolu

Email

kilolu@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Lian Bossert

Email

bossertlian@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Lindi Young

Email

lindiyoung94@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Liz Yorck

Email

lizyorck@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
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and passed.

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families.

LABtestimony

From: Lucia You <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:47 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Lucia You
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Maisa Thayer

Email

maisathayer@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

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Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Marci Fermier

Email

marci@mac.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Marian Heidel

Email

mheidel808@icloud.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Mary Lu Kelley Kelley <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 4:11 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Mary Lu Kelley Kelley
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

The minimum wage has been falling behind the cost of living for more than 35 years. If it had kept up with productivity and inflation, it would be more than \$15 by now. The proposed increase in Hawai'i would be implemented in steps over multiple years to allow businesses to adjust accordingly. Other high-costs states, such as California and New York, as well as Washington D.C., have already passed laws to increase their minimum wage to \$15 in steps. Our cost of living is higher than these jurisdictions, however.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Mary Hackney

Email

maryh1955@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Mary Kuahulu

Email

dukiecarol@aol.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

We certainly do not want more homeless people on the streets of our island. People need to pay for rent/mortgage and food for their families. If they have to have 2 or 3 jobs, what happens to the children who have no supervision.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a

living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Mcansy Charles

Email

maccharles07@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Megan Jones

Email

m6jones6@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Michele Nihipali

Email

nihipalim001@hawaii.rr.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Michelle Caron <mcaron23@gmail.com>
Sent: Tuesday, January 29, 2019 9:30 AM
To: LABtestimony
Subject: Testimony in SUPPORT of HB1191, with amendments

Aloha Chair Johanson, Vice Chair Eli, members,

I support HB1191 because it proposes to incrementally raise the minimum wage to \$17 an hour, the 2019 self-sufficiency wage level, according to DBEDT. However, I ask that you amend the bill to include language that automatically adjusts the minimum wage each year by indexing it to the consumer price index, or some other cost of living adjustment. I also ask that you remove the employer-mandated healthcare carve-out language.

The reality is that workers need to be able to pay for their basic needs if we hope to capture any economic activity from them as consumers. Businesses will benefit from a phased-in minimum wage increase: In the year of data available after the minimum wage increased from \$7.25 in 2014, Hawai'i saw a 6.4 percent increase in small businesses. Meanwhile, the number of restaurant server positions has increased by 20 percent between 2014 and 2018.

Meanwhile 48% of local families struggle to make ends meet. These are hardworking people, and they deserve a living wage now, and every year afterward.

Mahalo,
Michelle Caron

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Michelle Kwock

Email

michellek303@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Michelle Gorham

Email

michelle.gorham@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

I support a living wage and value policy makers and who see
and stand for the importance of ensuring that all families can
survive and thrive in hawaii.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic
needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on

and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Nora Pollard

Email

pollardnora@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Paxton Parker

Email

parkerpaxton5@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Randy Ching <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 1:09 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Randy Ching
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

SB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Raymond Catania

Email

may11nineteen71@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Ross Villiger

Email

rossvilliger@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Shaun Campbell <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:44 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Shaun Campbell
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Massachusetts Institute of Technology's Living Wage Calculator distills a living wage for all counties and metropolitan areas in Hawai'i (See <http://livingwage.mit.edu/states/15/locations>). MIT calculates that for the state of Hawai'i as a whole a living wage for our people is, on average, \$15.73 for an individual. This is for the current year. A living wage needs to be this amount at minimum and pegged with annual increases tied to yearly inflation.

HB 1191 is a step toward that aim. Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

LABtestimony

From: Sylvis Ching <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 4:16 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Sylvis Ching
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Tamera Heine

Email

tameraheine@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Thomas Smith

Email

tpww@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Tom Iwanicki

Email

iwanicki@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

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come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Aurora Naone

Email

auroranaone@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Chrisitan Madayag

Email

madayag.christian808@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

HB-1191

Submitted on: 1/29/2019 5:52:42 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Eliel Starbright	Individual	Support	No

Comments:

HB1191 proposes a two tiered minimum wage, \$17 by 2025 for workers without employer provided health insurance and \$14 by 2025 for workers with employer covered health insurance. While well intended and a thoughtful approach to incentivize employers to provide health insurance, I believe all workers deserve both health insurance and a minimum wage of at least \$17.

HB-1191

Submitted on: 1/29/2019 5:54:43 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
John NAYLOR	Individual	Support	No

Comments:

Aloha,

It's beyond time for a steady incremental minimum wage increase in Hawaii Nei!!!

Mahalo

HB-1191

Submitted on: 1/29/2019 6:04:24 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Richard Michaels	Individual	Support	No

Comments:

All employees should be paid at least \$17.

HB-1191

Submitted on: 1/29/2019 6:19:53 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Michael Goodwin	Individual	Support	No

Comments:

Aloha Members of Committee on Labor and Public Employment,

As a former building contractor, I know that when workers are paid well, and insurance provided if possible, those workers are motivated to want the business to succeed. Productivity increases to the benefit of employer and employee alike.

HB1191 is a step in the right direction. With or without employer provided health care, all workers deserve both \$17 minimum wage and health insurance.

Thank you'

Kip Goodwin

HB-1191

Submitted on: 1/29/2019 6:39:10 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
keoki raymond	Individual	Support	No

Comments:

The economic stimulus that this bill contains is both self evident and screamingly necessary in our local economy. Too many have-nots makes for a bad business environment. Raise the wage! Keoki Raymond Maui

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Crystal Fujiwara

Email

crystalfujiwara@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Dawn Morais

Email

dmoraiswebster@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

It is wonderful that you are addressing the issue of the totally inadequate minimum wage for Hawaii's low income workers.

With more than 1 in 3 workers earning less than a living wage, workers are overdue for a raise. This very blue Legislature must be very aware that the Democratic Party has made a living wage the number one priority for the 2019 legislative session.

Yes, HB1191 does increase the minimum wage to \$17 for some workers. But it leaves those receiving health care coverage with a wage that is well below what's needed for them to afford their basic needs.

I volunteer once a week at the Catholic Worker House at St. Elizabeth's Episcopal Church on North King. I help hand out food bags to the houseless --and sometimes the housed -- who knock on the door. One day recently a middle-aged man said to me as he took the bag of food: "I want to die." And he kept repeating that as I tried, vainly to shore up his spirits. He seemed educated but had obviously fallen on hard times and was desperately looking for a job, while also needing surgery that he could not afford.

This is just one glimpse of the reality of poverty and the depths of despair to which it is driving people who live lives of quiet desperation in our midst.

We are encouraged that 5 of the 8 labor committee members have come out to publicly support a living wage: Chair Aaron Johanson as well as Reps Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. We assume therefore that there will be enough agreement on this committee to amend the minimum wage to a living wage for all workers.

Hawaii's struggling working families deserve no less.

LABtestimony

From: Diliaur Tellei <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 6:18 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Diliaur Tellei
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: No

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Greg Puppione

Email

gpuppione@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jordan Little

Email

johajkh@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Juli Burden

Email

juleighbrd@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Julie Jones

Email

juliejones0@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kainani Derrickson

Email

kainanid@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

As a student in the graduate program at UH Manoa's Myron B. Thompson's School of Social Work we work with at-risk, vulnerable populations to achieve their full potential as human beings. Individuals and families who live in poverty experience many interrelated problems that prevent or reduce their ability to reach their full potential. One approach in addressing the prevalence of poverty in Hawaii is raising the minimum wage to a livable wage; an income that would enable full-time workers to more realistically provide for themselves and their families most basic needs and reduce reliance on sources of outside assistance.

More than 1 in 3 workers in Hawaii earn less than a living wage. These individuals are often employed full-time but are on some form of public assistance to fill in the gap between their minimum wage income and an income required to provide for the basic needs of themselves as well as their children. Theoretically, if able-bodied adults employed full-time could earn enough income to fulfill their basic needs without government assistance than welfare caseloads may

be reduced. If welfare caseloads are reduced than taxes could be reduced or the revenue could be redirected to other public sectors in need of funding, such as early childhood education.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Keanu Robles

Email

king_of_spades101@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Lauren Kim

Email

laurenkim1212@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Lena Mochimaru

Email

hilenanyc@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Maja Schjervheim

Email

majaps@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Melissa Tokumoto

Email

mmelissa78@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Michael Cox

Email

mcox627@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Michael Kantar

Email

mbkantar@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Patrick Oiye

Email

patrick.oiye@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Richard choi

Email

richardchoi18@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Ryan Little

Email

rs192789@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Soo San Schake <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 5:07 PM
To: LABtestimony
Subject: SUPPORT for HB 1191: Relating to Minimum Wage

TO: House Committee on Labor and Public Employment
HEARING: Thursday, January 31, 2019, 9:30 AM
PLACE: Conference Room 309
FROM: Soo San Schake
RE: In SUPPORT of HB 1191: Relating to Minimum Wage
ATTENDING HEARING: Yes

Dear Chair Johanson, Vice Chair Eli, and members of the Committee,

Mahalo for the chance to submit testimony in support of HB 1191, with amendments.

Our state's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB 1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since SB 1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our current minimum wage doesn't automatically adjust for inflation, causing its value to often fall far behind the cost of living. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, many hard-working Hawaii residents are paid even less than \$10.10 an hour because they also receive tips. Seven other states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and instead pay all workers the same minimum wage. Hawaii should join them, too, and eliminate the tip credit.

Studies have found that higher wages are good for business. Hawaii's minimum wage rose from \$7.25 to \$10.10 between 2015 and 2018 while our unemployment rate dropped and economy grew. Higher wages improve employee retention and productivity, which gives employers savings in hiring and training costs. And minimum wage workers' raises tend to be spent quickly in the local community, multiplying the beneficial effects across our state.

Please pass HB 1191 with amendments to help our minimum wage workers and their families be able to make ends meet. Thank you for your attention to this testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Weicheng Huang

Email

robxhuang@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Alyssa Grogan

Email

alyssabg@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Christina Kaleiwahea

Email

cnkl@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Lauren Dunn <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 7:31 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Lauren Dunn
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LABtestimony

From: Loretta Dunn <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 7:32 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Loretta Dunn
Attending the hearing: No

To the House Committee on Labor and Public Employment:

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Shaina Saiki

Email

shaina.saiki@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

HB-1191

Submitted on: 1/29/2019 7:37:03 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lucy Miller	Individual	Support	No

Comments:

HB-1191

Submitted on: 1/29/2019 7:39:25 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
James Long	Individual	Support	No

Comments:

HB-1191

Submitted on: 1/29/2019 7:39:59 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Marilyn Creagan	Individual	Support	No

Comments:

This is not soon enough nor high enough but it is better than nothing.

LABtestimony

From: Karin Medigovich <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 7:48 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Karin Medigovich
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LABtestimony

From: Grace G <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 7:57 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Grace G
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Michael Marshall

Email

mrmarshallmr@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

HB-1191

Submitted on: 1/29/2019 8:01:29 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Frank DeGiacomo	Individual	Support	No

Comments:

Support, but think it should be higher at \$20.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Frank Gonzales

Email

phronc@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Stan Franco <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 8:18 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Stan Franco
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

HB-1191

Submitted on: 1/29/2019 8:30:39 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Steve Canales	Individual	Support	No

Comments:

Strongly Support with amendments

HB-1191

Submitted on: 1/29/2019 8:55:42 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Diane S. Martinson	Individual	Support	No

Comments:

There are many adult workers in this state who have limited education and limited English language skills. Without higher education and strong English language skills, the likelihood of earning potential increasing much beyond minimum wage over their lifetimes is limited. Yet, they work long hours and provide necessary services for the smooth, healthy functioning of society. It is for these folks that we must raise the minimum wage to a living wage. Thank you.

HB-1191

Submitted on: 1/29/2019 9:03:30 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Julie and Thomas Pasquale	Individual	Support	No

Comments:

The minimum wage needs to be at \$17 for everyone to provide for a true living wage.

HB-1191

Submitted on: 1/30/2019 12:09:03 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
marjorie erway	Individual	Support	No

Comments:

Raising the minimum wage does not cost people jobs. Decades of research shows that raising the wage does not lead to increased rates of unemployment. Unemployment in Hawai'i has decreased by more than 50 percent since the wage began rising in 2014.

I hope this bill passes easily with your support.

HB-1191

Submitted on: 1/30/2019 5:00:01 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Mary Whispering Wind	Individual	Support	No

Comments:

Aloha Lawmakers,

I SUPPORT HB 1191, because Hawaii is the most expensive place to live in America. Food, housing, energy, and almost everything is far more expensive here, so we should have the highest minimum wage in the country, too.

HB-1191

Submitted on: 1/30/2019 5:01:11 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Brian Murphy	Individual	Support	No

Comments:

Aloha Lawmakers,

I SUPPORT HB 1191, because Hawaii is the most expensive place to live in America. Food, housing, energy, and almost everything is far more expensive here, so we should have the highest minimum wage in the country, too.

HB-1191

Submitted on: 1/30/2019 6:19:51 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Claire Gearen	Individual	Support	Yes

Comments:

Dear Chair and Vice-Chair Aaron Ling Johnson and Stacelynn K.M. Eli,

My name is Claire Gearen, and I am writing as a concerned private citizen about the unsustainably low minimum wage in Hawaii. As a career public school educator, I have both a special stake in how the state manages its budget and an interest in the current and future welfare of my students and next generation of my family, the oldest of which just turned 21.

I write in qualified support of House Bill 1191 being heard on January 31 at 9:30 A.M.

The current minimum wage in Hawaii, while an increase from prior years, is not enough to sustain the basic needs of an individual working full time. This amounts to an unacknowledged and unreported government subsidy of businesses in Hawaii that pay low wages. Such money could be put to better use to support infrastructure and education and climate change mitigation, among many other priorities.

Furthermore, welfare recipients are limited to five years, so friends and family must support individuals earning minimum wage. This leads to a precarious position for the minimum wage earner, who must rely on the kindness of friends and family, and it puts a strain on families. I am one of three public employees in my family, and public employees make up approximately a quarter of employees in the state. Most of us do not earn enough to support adult dependents. An extra bedroom in Honolulu costs about \$900 a month to buy and nearly the same to rent. Full time workers deserve the dignity of a room of their own, and middle income earners should not face the strain of needing to support full time workers that are not being paid a living wage.

While it is true that the Hawaii Prepaid Health Care Act is an employer cost in Hawaii not faced in other locales, lowering the minimum wage by \$3 and hour is too great a decrease in pay. These workers will still have co-pays to cover and will not be able to live within their income. A more reasonable decrease would be \$1.50 and hour.

While my greatest support is for House Bill 727 and Senate Bill 476, I support House Bill 1191 if a modification were made to the adjustment to wages earned by employees receiving prepaid health care.

Thank you for the opportunity to submit testimony.

Sincerely,
Claire Gearen

HB-1191

Submitted on: 1/30/2019 8:20:47 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lawrence Ford	Individual	Support	No

Comments:

The \$17 minimum wage should apply to every employee, regardless of any health coverage.

HB-1191

Submitted on: 1/30/2019 8:24:00 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Mackenzie Manning	Individual	Support	No

Comments:

I am writing to support passage of this bill to raise min. wages incrementally up to \$17 (adjusted for inflation) by 2024. I believe this is a common sense measure that will benefit our communities and our economy. Please consider a yes vote on HB 1191. Of the other bills related to min. wage increases in the House and Senate (SB 1248, SB789) I believe HB 1191 is the most appropriate proposal. Thank you

HB-1191

Submitted on: 1/30/2019 9:06:49 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Mary Lacques	Individual	Support	No

Comments:

I support amendments to keep this measure strong because all employees deserve both health care and a minimum wage of AT LEAST \$17 an hour.

HB-1191

Submitted on: 1/30/2019 9:15:58 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Robert Culbertson	Individual	Support	No

Comments:

Aloha!

I believe this bill is a step in the right direction but encourage you to adopt a more robust position, one that recognizes the need for workers in this state to have both health insurance and a minimum wage of \$17.

Mahalo!

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Adam Gutowski

Email

ajgutows12@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Adele Ching <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 10:02 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Adele Ching
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

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I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Allison Fluetsch

Email

akfluets@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

My name is Allison Fluetsch and I am a student at University
of Hawaii at Manoa. Prior to pursuing my bachelor's in
Political Science, I took a year and a half off from school and
worked full time while earning less than a living wage in
Honolulu. As a young adult responsible for her living
expenses in the most expensive state of the US, I know first
hand the challenges of barely getting by despite living very
frugally. I know that if it weren't for my parents' assistance
with insurance and phone bills, I would not have been able to
make ends meet. Unfortunately many individuals do not have
the safety net that I had, and face far more challenges while
working several jobs.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage

well below what's needed for them to afford their basic needs.

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Brendan Hiyane

Email

bchiyane@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

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Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Charina Dulay <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 9:23 AM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Charina Dulay
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

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I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Chase Yamamoto

Email

chasekyama@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Danielle Bowers

Email

daniellebow@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Dante Carpenter <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 9:11 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Dante Carpenter
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Dean Kaya

Email

NotCreative808@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Ekua Impraim

Email

ekimpraim@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Gaye Chan

Email

gayechan@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

I applaud your commitment to increase the minimum wage.
Too many of Hawaii's worker can't make a living wage.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

James Sartoris

Email

koanet7@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jason Arnold

Email

jasnarnld@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Joe Wu

Email

jwu316@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

John Webster

Email

Jwebster@chaminade.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jordan Westerholm

Email

jordanwesterholm@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Josie Howard

Email

josiejhoward@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. I have been in the social field for more than 10 years and have helped people obtain more than 1 job to provide a roof over their heads and food on the table for their families. The cost of rent, gas, electricity, water, and food is way higher than what most low income families in Hawaii are making with the current minimum wage. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this

bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Katelyn Crossley

Email

katelynjeannec@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kathryn Henski

Email

islandsong@sbcglobal.net

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

leonardo Linsky

Email

leoray34@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Lisa Freudenberger <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 8:59 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Lisa Freudenberger
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Lori Tamayose

Email

sallywaggy@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Mary Mulhall

Email

mmulhall@hawaii.rr.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Matthew LoPresti <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 9:22 PM
To: LABtestimony
Subject: In Support of HB1191

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Matthew LoPresti
Attending the hearing: No

In support.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Matthew Bedard

Email

mbedard36@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Natalie Hanson

Email

hanssona@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Nathan Braulick <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 7:47 AM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Nathan Braulick
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Paul Carvalho

Email

pdiddytinting@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Robert H Stiver <bobfromoahu@gmail.com>
Sent: Tuesday, January 29, 2019 11:26 PM
To: LABtestimony
Subject: Testimony in SUPPORT of HB1191, with amendments

Aloha Chair Johanson, Vice Chair Eli, members,

I support HB1191 because it proposes to incrementally raise the minimum wage to \$17 an hour, the 2019 self-sufficiency wage level, according to DBEDT. However, I ask that you amend the bill to include language that automatically adjusts the minimum wage each year by indexing it to the consumer price index, or some other cost of living adjustment. I also ask that you remove the employer-mandated healthcare carve-out language.

The reality is that workers need to be able to pay for their basic needs if we hope to capture any economic activity from them as consumers. Businesses will benefit from a phased-in minimum wage increase: In the year of data available after the minimum wage increased from \$7.25 in 2014, Hawai'i saw a 6.4 percent increase in small businesses. Meanwhile, the number of restaurant server positions has increased by 20 percent between 2014 and 2018.

Meanwhile 48% of local families struggle to make ends meet. These are hardworking people, and they deserve a living wage now, and every year afterward.

I'm long retired and comfortably able to live in Hawaii. Many others in our community are not well off and face trauma daily. Let's begin in earnest to level the playing field via HB1191!

Mahalo,

Robert H. Stiver
Pearl City
455-9823

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Sahtiya Hammell

Email

sahtiya@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

It is inhumane for a person to need to spend more than 40 hours a week to have enough money to live. It doesn't matter

how much education they have or their age (fast food jobs are NOT mostly held by teenagers). People have a right to have lives without struggling. Wages have been incredibly stagnant nationwide and only more so here in Hawaii.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Shannon Rudolph <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 10:05 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Shannon Rudolph
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Thomas Bahnemann

Email

spdr84@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

From: Timothy Goshi <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 10:18 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Timothy Goshi
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

WILLIAM KINNEY

Email

billygup@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

HB-1191

Submitted on: 1/29/2019 7:55:50 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Daniel	Individual	Comments	No

Comments:

Hello.

First, an aside. It should be noted that the 2018 Republican tax reform saw major corporate tax reform. We have seen what the biggest and purportedly most successful businesses in America spent their saved money on: buying back their own stock near all time highs. Worker wages have stayed stagnant while corporations have saved multiple billions in paying their taxes to the American government. Who is going to fit the bill for this? Is there not a more clear example of the follies of the age-old, terribly misguided "trickle-down" economic philosophies? Does anyone truly believe deep down that we all benefit when the very richest and most able among us get a break? I urge the Hawaii State Legislature to buck the very history that has shaped it to be viewed as a conservative group politicians in the pocket of big business by supporting a 17\$ minimum wage for ALL workers.

The average salary for American workers in 2017 was approximately 45,000-50,000\$. I personally work for 23 dollars an hour, and if I had not worked 500+ hours overtime this year I would have only made 43,000 dollars for the year before taxes. I made 53,000 by spending nearly every waking hour of my life for 2018 at work. 18,000 of that went to state and federal taxes, meaning I spend 500 hours more than the average American worker for less than the average American workers salary. When the cost of living and rent are as expensive as they are here, it turns out to not be economically viable to work here long term.

You are costing the State money in social services it would otherwise not have to pay to those unable to meet ends meet when they have children or a family to support because employers have no interest in paying livable wages.

Unless you provide a legislative space that supports workers getting paid higher wages, instead of supporting corporate interests that oppress undereducated and underpaid individuals, Hawai'i will continue to experience a brain-drain of the most able native Hawaiians. It simply is no longer economically viable to live here long term and simultaneously make money working for someone else. The Hawaii State legislature, up to this point, accommodates mainlander's retirement vessels in Hawai'i to a larger degree than the Hawaiian State legislature protects the interest of the native people here in Hawai'i. Who does increasing the minimum wage really hurt? Is it the native

people of Hawai'i, who are by-and-large the only ones working the minimum wage jobs in Hawai'i? I mean it is not difficult to see why the State Legislature supports big business interests over those of the common worker, given the last century of history in Hawai'i.

You have the power to change the Hawaiian State Legislature's historical support of big business, which harkens all the way back to the plantation days, by supporting a standard minimum wage of 17\$ and healthcare for all employees.

Aloha.

HB-1191

Submitted on: 1/29/2019 9:48:48 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Maria Walker	Individual	Comments	No

Comments:

Aloha Representatives,

I am so thankful you have grasped how difficult it is for the workers of our state to afford the extremely high cost of living here, and that you have created a bill to address this problem. I ask that you modify the bill to excise the provision for lower wages for employees with health benefits. Everyone needs to be making at least \$17.00 an hour by 2025 just for basic living expenses, whether they are receiving health care benefits or not. My personal experience supports this: I was recently offered a full time job at my local public library, with a wage of \$13.50 an hour including health care. I had to turn this down, because it isn't enough for me to pay my bills each month, even though it includes health coverage. If \$13.50 is not enough for the average person to make in 2019 to cover reasonable expenses, \$14.00 in 2025 will not suffice either.

Please consider the modification I suggested, and consider making the 2025 goal even more, up to \$20.00 an hour. The more that the average resident of Hawaii makes, the more our whole state economy will be supported, and the more people will be able to afford to buy a home, help their children go to college, or just be able to have only one job, instead of the two or three jobs that everyone I know has to have in order to live here.

Mahalo for hearing my testimony.

Maria Walker

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



LATE

SCOTT T. MURAKAMI
DIRECTOR

LEONARD HOSHIJO
DEPUTY DIRECTOR

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

830 PUNCHBOWL STREET, ROOM 321

HONOLULU, HAWAII 96813

www.labor.hawaii.gov

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

Email: dlir.director@hawaii.gov

January 31, 2019

To: The Honorable Aaron Ling Johanson, Chair,
The Honorable Stacelynn K.M. Eli, Vice Chair, and
Members of the House Committee on Labor and Public Employment

Date: Thursday, January 31, 2019

Time: 9:30 a.m.

Place: Conference Room 309, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 1191 RELATING TO MINIMUM WAGE

I. OVERVIEW OF PROPOSED LEGISLATION

HB1191 amends Section 387-2, Hawaii Revised Statutes (HRS), by increasing the minimum wage in six annual increments: from \$10.10 to \$17.00 per hour beginning January 1, 2025. The measure adds a provision for a lower minimum wage rate for employees who receive health care coverage under their employer's prepaid group health care plan. The bill also authorizes the DLIR to annually adjust the minimum wage according to the Hawaii consumer price index (CPI) for urban consumers beginning September 30, 2025, to the nearest five cents, effective on January 1, 2026.

DLIR supports the intent of this measure and offers comments.

II. CURRENT LAW

The current minimum wage is \$10.10 per hour as of January 1, 2018. Act 82 (SLH, 2014) incrementally increased the minimum wage from \$7.25 to \$10.10 an hour in four consecutive years (2015-2018). There is no provision for lower minimum wages for employees receiving health care coverage under their employer's group health care plan.

Section 393-11, HRS, provides that employees who work at least 20 hours per week

for four consecutive weeks and earn at least 86.67 times the minimum hourly wage specified in chapter 387, HRS, must be provided prepaid health care coverage.

III. COMMENTS ON THE HOUSE BILL

The Department supports the intent of an increase in minimum wage but suggests HB1022 as the better vehicle to adjusting the minimum wage rate. DLIR notes that the calculation of the adjusted minimum wage rate under the proposed 387-2(d) is vague and perhaps should include how the Consumer Price Index (CPI) is used to calculate the rate.

DLIR notes that the measure is unclear as to which of the two minimum wage rates is to be used to calculate the minimum earnings needed to qualify for prepaid health care coverage as required by Section 393-11, HRS.

If enacted, the proposal would result in more complicated investigations as well as complaints, therefore, DLIR suggests favorable consideration of the request for an additional staff as identified in the Governor's Biennium Budget request and in HB1186 as a method to bolster enforcement and to help restore the capacity of the Wage Standards Division.



LATE

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
530 SOUTH KING STREET, ROOM 202
HONOLULU, HAWAII 96813-3065
TELEPHONE: (808) 768-5010 • FAX: (808) 768-5011

RON MENOR
Council Chair Emeritus &
Council Vice Chair
District 9

Email: rmenor@honolulu.gov
Phone: 808-768-5009
FAX: 808-768-5011

WRITTEN TESTIMONY ONLY

TESTIMONY OF
COUNCIL CHAIR EMERITUS & VICE CHAIR RON MENOR
COUNCIL DISTRICT 9
CITY AND COUNTY OF HONOLULU

House Bill 1191
RELATING TO MINIMUM WAGE

Chair Johanson, Vice Chair Eli and Members of the House Committee on Labor & Public Employment:

I am testifying in support of House Bill 1191.

The City Council unanimously approved yesterday Council Resolution 19-1:

Requesting the Legislature of the State of Hawaii to Move Forward to Increase the State Minimum Wage to a Living Wage.

Hawaii's cost of living is the highest of any of the 50 states or Washington, D.C., according to the Missouri Economic Research and Information Center. Honolulu has the third highest cost of living among 268 urban areas in the United States, after only San Francisco, California and Manhattan, New York, according to the Council for Community and Economic Research's Quarter 3, 2018 Cost of Living Index Release.

A "living wage" is the minimum income necessary for a full-time worker to meet his or her basic needs, including food, housing, clothing, utilities, transportation, health care, and other essentials in modern society. According to the Living Wage Calculator for the City and County of Honolulu (2017 Update), the 2017 living wage for an adult here was \$16.03 per hour, or \$33,342 annually, with the amount nearly doubling when adding a child to the household calculation. The 2018 estimated living wage for an adult on Oahu was \$16.50 per hour, or \$34,320 annually, according to the State of Hawaii Department of Business and Economic Development.

Section 387-2(a), Hawaii Revised Statutes, provides that the Hawaii minimum wage is \$10.10 per hour, or \$21,000 annually, resulting in a \$12,000-\$13,000 annual gap between the amount full-time minimum wage worker earns now and the amount a worker must earn to meet his or her basic needs.

Many individuals in Honolulu must work two or more jobs to maintain a basic standard of living for themselves and their families due to the disparity between Hawaii's current minimum wage and a living wage.

Mahalo for the opportunity to testify in support of this bill.

LATE

HB-1191

Submitted on: 1/30/2019 9:43:42 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	O`ahu County Committee on Legislative Priorities of the Democratic Party of Hawai`i	Support	No

Comments:

LATE



1050 Bishop St. PMB 235 | Honolulu, HI 96813
P: 808-533-1292 | e: info@hawaiiifood.com

Executive Officers

Toby Taniguchi, KTA Superstores, *Chair*
Joe Carter, Coca-Cola Bottling of Hawaii, *Vice Chair*
Charlie Gustafson, Tamura Super Market, *Secretary/Treas.*
Lauren Zirbel, HFIA, *Executive Director*
Beau Oshiro, C&S Wholesale Grocers, *Past Chair*
Stan Brown, Acosta Sales & Marketing, *Advisor*
Paul Kosasa, ABC Stores, *Advisor*
Barry Taniguchi, KTA Superstores, *Advisor*
Derek Kurisu, KTA Superstores, *Advisor*

TO:
Committee on Labor and Public Employment
Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: January 31, 2019
TIME: 9:30am
PLACE: Conference Room

RE: HB1191 Relating to Minimum Wage

Position: Oppose

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers, and distributors of food and beverage related products in the State of Hawaii.

HFIA opposes this measure to increase the minimum wage to \$17 an hour over the next five years and continue to increase it based on the consumer price index. This will lead to job losses, business closure, and higher prices for Hawaii residents. The minimum wage is not intended to be a living wage, it is a training wage. Employers pay unskilled employees starting wages while also providing them with skills, training, and experience, and preparing them to move up in their careers. Mandating another dramatic increase in the minimum wage will make it harder for employers to provide important entry-level positions to people like local high school kids. When employers can no longer afford to employ people in these positions they will be forced to either mechanize these roles, eliminate jobs, reduce other benefits, increase prices, or close their doors.

Many retailers in high minimum wage areas across the country are already moving to eliminate jobs and replacing workers with self serve kiosks and self-checkouts. A recent survey of New

York City restaurants found that after a mandate increased wages to \$15hr, over 75% of restaurants reduced employee hours, and over a third eliminated jobs.¹

Businesses in Hawaii face a range of challenges and Hawaii is consistently ranked as one of the most difficult states for doing business. This is the only state in the country where employers are required to provide healthcare for employees working anything over 20 hours a week. It costs thousands of dollars a year beyond just salary for a business to employ a person in Hawaii. This bill will make it even more expensive for businesses in our state to be the employers and job creators that our economy depends on.

Food retailers will be especially hard hit by a measure like this, which will dramatically increase the cost of doing business. Grocery stores generally operate at a profit margin of around 1 or 2 percent. In addition to potentially eliminating jobs, many businesses will be forced to raise prices in order to compensate for a new higher wage scale. This could drive up prices of food and other necessities here, where we already have the highest cost of living in the country.

A correlation between prices and minimum wage increases has been documented. A report from William Blair, a global investment banking and management firm, concluded that when San Francisco's minimum wage increased 14% from \$10.74 to \$12.25 per hour² (May 1, 2015), prices at Chipotle increased proportionately. According to the report: All of the Chipotles in the area saw an "across-the-board" price increase. The hike included the chicken, pork, tofu and vegetarian prices, all of which increased 10 percent. The cost of steak and barbacoa rose 14 percent.

Increasing the price of food in our state is something we should be working to avoid.

Hawaii's minimum wage has increased by over 20% in the past several years, the price of another increase of over 30% is going to be fewer Hawaii jobs, higher prices for Hawaii consumers, and doors closing on Hawaii businesses. This measure is not the right choice for our state. We ask that this measure be held.

¹ <https://www.usnews.com/news/national-news/articles/2019-01-16/survey-new-york-city-restaurants-cut-employees-close-after-mandatory-wage-increases>

² City & County of San Francisco Office of Labor Standards Enforcement. *Minimum Wage Ordinance*. San Francisco, CA, 2015. <http://sfgsa.org/index.aspx?page=411> (accessed Oct. 9, 2015).

LATE

Maui Chamber of Commerce

Minimum Wage Position Statements

A Minimum Wage Is A Starting Wage

Hawaii residents face a high cost of living which can lead some to recommend increasing the Minimum Wage. However, the Minimum Wage is a starting wage for unskilled labor. It is very different from and should not be confused with a living wage which is paid to skilled workers with knowledge and experience that improves performance and adds value to the organization.

The Maui Chamber of Commerce finds that a majority of its members pay employees above the minimum wage for their skilled workforce. We support internships and training programs that help our youth and workers increase their skills to increase their income to a living wage and beyond.

Comparing Hawaii to Other States with Respect To A Minimum Wage Increase Dismisses Distinct Differences

Hawaii businesses face one of the highest costs of doing business in the nation. This includes higher labor costs, fuel and electric rates, health insurance and more. National models of \$15 per hour are being proposed that exceed the previous White House recommendation of \$10.10 per hour (with the Obama Administration) or the higher number being discussed of \$12/hour; however, Hawaii is now at \$10.10 per hour as of January, 2018. While this increase passed, it came with great controversy during the legislative session given national and global financial uncertainty and no economic analysis to predict the impact on businesses.

A Minimum Wage also creates what is known as a wage compression, meaning a compression between wages paid to unskilled labor and skilled labor that results in a wage inflation. Even employers who currently pay more than the minimum wage will understand that other employees will also expect a wage increase when new employees are automatically paid more, which raises wage costs across the board.

When considering Minimum Wage increases, the Maui Chamber of Commerce supports State analysis on the impacts to businesses, the economy and residents before passing a Minimum Wage increase as businesses will be hit with higher costs that do not equate to higher skill levels or improved productivity and those costs will be passed on to consumers. Studies show that rising consumer prices disproportionately hit those who can least afford to pay for it. Floating incomplete legislation comes at a tremendous cost to the taxpayers. Therefore, financial, economic and business studies should be conducted, understood and communicated to the public before any further Minimum Wage increases are enacted.

Small Businesses Don't Have The Same Economies of Scale

Our County and State are made up of many small businesses who cannot take advantage of economies of scale that larger companies can without increasing costs.

While many of our Chamber members pay more than the current minimum wage and are willing to consider reasonable Minimum Wage increases, the Maui Chamber was unified with Chambers of Commerce across the state that even the \$10.10 per hour minimum wage increase (which went into effect January, 2018) would create a hardship for many businesses, particularly small businesses.

Close to 90% of our members are small businesses with 25 or fewer employees. While the economy is picking up, many are still operating with fewer employees than before, less financial resources, more difficulty in borrowing needed capital, and are struggling to keep up with rising costs that are beyond their control, especially rising health care costs. They need an environment where they can stabilize their business, then grow and thrive.

Unless government can prove how raising the Minimum Wage to beyond \$10.10 per hour will allow them to grow their business and create jobs (instead of eliminating internships and lower level positions and passing on higher costs to consumers) then the Maui Chamber of Commerce opposes any further increase and encourages a small business exemption.

We Support Focus On A Living Wage

A Minimum Wage increase is not the answer to reducing poverty. Of the 1.8 million people earning the minimum wage, only 20.8% of them are the head of their household. The rest are students or young adults. Many of those are part of households well above the poverty line. Reports show that we are talking 4% of the population.

The minimum wage was never meant to be living wage. It is an entry level, training wage. Employers pay more for skilled labor, which incentivizes employees to gain additional skills. Many workers, particularly youths, need the experience of having a job, learning the discipline of holding a job, developing a strong work ethic, gaining people skills (courtesy, being helpful), etc. These skills are important. Studies show that youths that started to work early in their lives were much better suited for the workforce as adults. With less opportunities available to them, they will be at a disadvantage when seeking a career.

Many elderly employees are retired, receiving social security, have spouses who receive a pension, etc. and are working to receive medical coverage. With a higher minimum wage increase, many of them will be lose their jobs and medical coverage when companies must cut expenses to survive.

Instead of arbitrarily increasing the Minimum Wage, the Maui Chamber of Commerce supports further investment in education and programs to increase skill levels as capable employees have more and better opportunities to make a Living Wage.



LATE

COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

Rep. Aaron Ling Johanson, Chair

Rep. Stacelynn K.M. Eli, Vice Chair

Rep. Linda Ichiyama

Rep. Sean Quinlan

Rep. Lisa Kitagawa

Rep. Kyle T. Yamashita

Rep. Angus L.K. McKelvey

Rep. Lauren Matsumoto

NOTICE OF HEARING

DATE: Thursday, January 31, 2019

TIME: 9:30 a.m.

PLACE: Conference Room 309

**TESTIMONY OF FAIR WIND CRUISES WITH CONDITIONAL SUPPORT OF HB1191
Relating to Minimum Wage:**

Chair Johanson, Vice Chair Eli, and Members of the LAB Committee:

My name is Jackie Moore-Andresen, PHR, Human Resources and Payroll Manager for Fair Wind Cruises, **speaking in Conditional Support of HB 1191 Relating to Minimum Wage:**

Fair Wind Cruises is a family operated Ocean Tourism business operating on the Island of Hawaii for over 48 years. Like Fair Wind, many in the Ocean Tourism sector are family businesses which are locally owned and operated. Many have been in business for several decades and are an important and valued part of our respective communities.

Fair Wind Supports the *intent* of HB 1191 but it does not go far enough to help small businesses adapt to a rapidly rising minimum wage in an economic environment where all costs are increasing.

We believe that the intent of this bill is good and starting in the right direction but we would like to see more latitude given to employers of tipped employees who often make multiples of the Minimum Wage. We would also like to see some similar credit extended to the employer who hires teenagers and entry level workers who need extensive training and come to the workforce without experience or acquired skills. If no concessions are made for young people or those with little experience or acquired skills coming into the work force it will delay the entry point for many. Additionally, as minimum wage is increased it would mean a coinciding adjustment for those already in the work force to raise them to levels above the entry level minimum wage. This would be an economic burden on the employer.

Sincerely,
Jackie Moore-Andresen, PHR
Human Resources & Payroll Manger
Fair Wind Cruises

78-6775 MAKENAWAI ST., BOX A
KAILUA-KONA, HAWAII 96740
TELE: 808-322-2644
FAX: 808-322-2913

WWW.FAIR-WIND.COM

LATE



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

**HEARING BEFORE THE HOUSE COMMITTEE ON LABOR
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 309
THURSDAY, JANUARY 31, 2018 AT 9:30A.M.**

To The Honorable Aaron Ling Johanson, Chair;
The Honorable Stacelynn K.M. Eli, Vice Chair; and
Members of the Labor Committee

TESTIMONY IN OPPOSITION TO HB 1191 RELATING TO MINIMUM WAGE

Aloha, my name is Pamela Tumpap and I am the President of the Maui Chamber of Commerce with approximately 650 members. I am writing share our opposition to HB 1191.

While the Maui Chamber of Commerce supports a living wage and helping employees to earn a living wage, we oppose the proposed bill to increase the minimum wage on a scale to \$17 per hour in 2025 and thereafter, using the Hawaii CPI to calculate further minimum wage rates. We feel there should be no further legislation to increase the minimum wage at this time as we do not yet know the impact of previous minimum wage increases on businesses and there have not been any studies completed to assess the economic impact of raising the minimum wage again. Further, this bill would increase the minimum wage \$6.90 in 6 years, which many small businesses simply cannot handle. This extreme increase would lead to many small businesses closing and other having to increase their costs of goods and services and/or cutting employee counts and hours to survive. This hardship for employers will trickle down to employees and residents, make Hawaii products and services more expensive and further encourage the importation of less expensive products from elsewhere.

We appreciate that this bill recognizes that Hawaii employers pay higher healthcare costs as compared to businesses across the nation (which is beneficial to Hawaii employees) and that this bill proposes an offset in recognition of that. However, the proposed rate increase for those providing healthcare is still an extreme jump from the current \$10.10 and would cause hardships for businesses.

Please see the attached Maui Chamber of Commerce Position Statement on A Minimum Wage Increase for more information.

We appreciate the opportunity to testify on this matter and therefore ask that this bill be deferred.

Sincerely,

Pamela Tumpap
President

To advance and promote a healthy economic environment for business, advocating for a responsive government and quality education, while preserving Maui's unique community characteristics.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

Minimum Wage Position Statements

A Minimum Wage Is A Starting Wage

Hawaii residents face a high cost of living which can lead some to recommend increasing the Minimum Wage. However, the Minimum Wage is a starting wage for unskilled labor. It is very different from and should not be confused with a living wage which is paid to skilled workers with knowledge and experience that improves performance and adds value to the organization.

The Maui Chamber of Commerce finds that a majority of its members pay employees above the minimum wage for their skilled workforce. We support internships and training programs that help our youth and workers increase their skills to increase their income to a living wage and beyond.

Comparing Hawaii to Other States with Respect To A Minimum Wage Increase Dismisses Distinct Differences

Hawaii businesses face one of the highest costs of doing business in the nation. This includes higher labor costs, fuel and electric rates, health insurance and more. National models of \$15 per hour are being proposed that exceed the previous White House recommendation of \$10.10 per hour (with the Obama Administration) or the higher number being discussed of \$12/hour; however, Hawaii is now at \$10.10 per hour as of January, 2018. While this increase passed, it came with great controversy during the legislative session given national and global financial uncertainty and no economic analysis to predict the impact on businesses.

A Minimum Wage also creates what is known as a wage compression, meaning a compression between wages paid to unskilled labor and skilled labor that results in a wage inflation. Even employers who currently pay more than the minimum wage well understand that other employees will also expect a wage increase when new employees are automatically paid more, which raises wage costs across the board.

When considering Minimum Wage increases, the Maui Chamber of Commerce supports State analysis on the impacts to businesses, the economy and residents before passing a Minimum Wage increase as businesses will be hit with higher costs that do not equate to higher skill levels or improved productivity and those costs will be passed on to consumers. Studies show that rising consumer prices disproportionately hit those who can least afford to pay for it. Floating incomplete legislation comes at a tremendous cost to the taxpayers. Therefore, financial, economic and business studies should be conducted, understood and communicated to the public before any further Minimum Wage increases are enacted.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

Small Businesses Don't Have The Same Economies of Scale

Our County and State are made up of many small businesses who cannot take advantage of economies of scale that larger companies can without increasing costs.

While many of our Chamber members pay more than the current minimum wage and are willing to consider reasonable Minimum Wage increases, the Maui Chamber was unified with Chambers of Commerce across the state that even the \$10.10 per hour minimum wage increase (which went into effect January, 2018) would create a hardship for many businesses, particularly small businesses. Close to 90% of our members are small businesses with 25 or fewer employees. While the economy is picking up, many are still operating with fewer employees than before, less financial resources, more difficulty in borrowing needed capital, and are struggling to keep up with rising costs that are beyond their control, especially rising health care costs. They need an environment where they can stabilize their business, then grow and thrive.

Unless government can prove how raising the Minimum Wage to beyond \$10.10 per hour will allow them to grow their business and create jobs (instead of eliminating internships and lower level positions and passing on higher costs to consumers) then the Maui Chamber of Commerce opposes any further increase and encourages a small business exemption.

We Support Focus On A Living Wage

A Minimum Wage increase is not the answer to reducing poverty. Of the 1.8 million people earning the minimum wage, only 20.8% of them are the head of their household. The rest are students or young adults. Many of those are part of households well above the poverty line. Reports show that we are talking 4% of the population.

The minimum wage was never meant to be living wage. It is an entry level, training wage. Employers pay more for skilled labor, which incentivizes employees to gain additional skills. Many workers, particularly youths, need the experience of having a job, learning the discipline of holding a job, developing a strong work ethic, gaining people skills (courtesy, being helpful), etc. These skills are important. Studies show that youths that started to work early in their lives were much better suited for the workforce as adults. With less opportunities available to them, they will be at a disadvantage when seeking a career.

Many elderly employees are retired, receiving social security, have spouses who receive a pension, etc. and are working to receive medical coverage. With a higher minimum wage increase, many of them will be lose their jobs and medical coverage when companies must cut expenses to survive. Instead of arbitrarily increasing the Minimum Wage, the Maui Chamber of Commerce supports further investment in education and programs to increase skill levels as capable employees have more and better opportunities to make a Living Wage.

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:07 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Mary Ann Yeung <xfiumwrjggpphxr@ujoin.co>
Sent: Wednesday, January 30, 2019 10:59 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: 8fatfat8.honolulu@gmail.com <Mary Ann Yeung>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Mary Ann Yeung

Manager

Honolulu

Hawaii

LATE

HAWAIIAN AFFAIRS CAUCUS
Democratic Party of Hawaii
(e-mail: leimomikhan@gmail.com)

HB 1191, Relating to Minimum Wage
Hearing, January 31, 2019, 9:30 a.m., Room 309

SUPPORT WITH AMENDMENT

Rep Aaron Ling Johanson, Chair
Rep Stacelynn K. M. Eli, Vice Chair
Members, House Committee on Labor & Public Employment

Aloha, Chair Johanson, Vice Chair Eli, and members

The Hawaiian Affairs Caucus stands in solidarity with its fellow Democrats in supporting legislation that would raise Hawaii's minimum wage as a path to an affordable living wage.

Thus, we kindly ask that this bill be amended to provide for raising the minimum wage to \$15 by 2021, rather than 2023, and eventually to an affordable living wage of \$17 by 2023.

According to the Department of Business, Economic Development & Tourism, the "self-sufficiency income" for a single person without children in Hawai'i was close to \$16 an hour in 2016. After adding inflation, the self-sufficiency income is \$17 in 2019. Accordingly, this bill should be amended to raise the wage to at least \$17 over the next few years.

With the rising cost of purchasing a home in Hawai'i, the current wage makes it almost impossible to qualify to purchase a home, much less rent a place at an affordable cost, while purchasing food and clothing, paying electricity, paying for education, etc. Raising the minimum wage would help to raise the quality of life for Hawaii's working families.

Please pass HB1191 with amendment to raise the minimum wage to \$15 by 2021, and eventually to an affordable living wage of \$17 by 2023.

Me kealoha pumehana

LEIMOMI KHAN
Chair

January 31, 2019, 9:30 a.m.

Hawaii State Capitol

Conference Room 309

To: House Committee on Labor & Public Employment

Rep. Aaron Ling Johanson, Chair

Rep. Stacelynn K.M. Eli, Vice Chair

From: Grassroot Institute of Hawaii

Joe Kent, Vice President of Research

Re: HB 1191 — RELATING TO MINIMUM WAGE

Comments Only

Dear Chair and Committee Members:

The Grassroot Institute of Hawaii would like to offer its comments on House Bill 1191, which would increase Hawaii's mandatory minimum wage to \$17 an hour by 2025, while providing a lower rate for employees receiving employer-sponsored health benefits under the Hawaii Prepaid Health Care Act.

The Grassroot Institute of Hawaii is gravely concerned about the possible effect of this legislation on the state's businesses and economy — especially in the case of restaurants, which are already notorious for their razor-thin profit margins.

Moreover, there is evidence to indicate that this bill, if enacted, would fail in its intent to help lift the state's working families out of poverty. Recent years have seen a glut of research demonstrating that far from helping low-wage employees, minimum wage hikes are more likely to increase their economic burden as businesses cut hours, turn to technology or even cut jobs in order to mitigate the higher costs.

In August 2018, a University of Washington study¹ [found](#) that increasing Seattle's minimum wage from \$11 to \$13 an hour resulted in both the loss of about 5,000 jobs and an average cut in pay for the remaining employees of about \$125 a month, thanks to a cut in their job hours of more than 9 percent.

Proponents of a minimum-wage hike often point to a few highly limited surveys that suggest raising the minimum wage can be economically neutral, but the vast majority of research shows the opposite is

¹ Ekaterina Jardim, et al. "Minimum Wage Increases, Wages, and Low-Wage Employment: Evidence from Seattle." NBER Working Paper 23532. National Bureau of Economic Research (Cambridge, Mass.), May 2018
<https://www.nber.org/papers/w23532>

true. Study after study shows that when a municipality drastically raises its legal minimum wage, low-wage employees suffer.

In 2010, researchers from the National Bureau of Economic Research and the Federal Reserve Board compiled the results of 53 scholarly studies into a book, "[Minimum Wages](#)," and concluded there is "no compelling evidence that minimum wages on net help poor or low-income families, and some evidence that minimum wages adversely affect these families, and increase poverty."²

Examining the idea that higher minimum wages will reduce poverty, those same researchers found that the opposite was true. While some low-wage workers do make more money, the gains are offset by loss of employment or hours for other workers. The researchers [found](#) that a minimum-wage hike increases the proportion of poor families by 0.5 to 1 percent.³

The minimum-wage debate is often framed as a fight between businesses and employees. In truth, raising the legal minimum wage can hurt both. Employment declines as businesses find ways to cope with the increased cost. Some stop hiring, some turn to automation, and some demand more work from the employees that stay.

For businesses that already have to contend with low margins and high risks, even a moderate increase in the minimum wage can be sufficient to drive them out of business.

In 2017, Dara Lee Luca of Mathematica Policy Research and Michael Luca of Harvard Business School [looked at](#) restaurant closings in San Francisco after the minimum wage was raised to \$13 an hour. The pair found that the higher minimum wage led to the death of many mid-range restaurants, as well as fewer new restaurant openings. For every dollar that the San Francisco minimum wage went up, there was a 4 to 10 percent increase in the likelihood of restaurant closings.⁴

If we were to extrapolate that finding to this bill, we could expect a 28 to 70 percent increase in restaurant closings over the next five to six years. This would be devastating to both restaurant owners and their workers who would find themselves unemployed as a result.

The Grassroot Institute of Hawaii prefers policies that would strengthen our state's economy and benefit both businesses and employees. Hawaii's business community has made it clear that this bill would not only be a burden, but also have a negative effect on employment in general. Not only would companies in Hawaii be forced to lay off workers or cut hours or benefits in order to afford increased wages, they also likely would slow or even stop new hiring.

² David Neumark and William L. Wascher, "Minimum Wages," The MIT Press (Cambridge, Mass.), August 2010, <https://mitpress.mit.edu/books/minimum-wages>.

³ "Minimum Wages Redistribute Income Among Low-Income Families," National Bureau of Economic Research (Cambridge, Mass.), Jan. 30, 2019, <https://www.nber.org/digest/jan98/w6127.html>

⁴ Dara Lee Luca and Michael Luca, "Survival of the Fittest: The Impact of the Minimum Wage on Firm Exit," Harvard Business School NOM Unit Working Paper No. 17-088, April 2017 (revised August 2018), <https://www.hbs.edu/faculty/Pages/item.aspx?num=52552>.

If we want to establish our state as a desirable place to do business, we cannot continue to treat company profits as an endless funding source for the state’s social initiatives. It is not fair to assume that Hawaii’s employers are intentionally underpaying their employees or to assume that the government is more capable of addressing the payroll limitations of a business than the business owner is.

In order to help Hawaii’s workers make more money, the state should pursue policies that will make the state more prosperous as a whole. A combination of tax relief and a reduction in the obstacles that the state places in the way of business and entrepreneurship is the best way to move forward, to improve both our economy and the situation of low-wage workers — not a minimum wage bill that would more likely hurt than help Hawaii’s businesses and low-income working families.

Thank you for the opportunity to submit our testimony.

Sincerely,

Joe Kent
Vice president of research
Grassroot Institute of Hawaii

LATE



**TESTIMONY OF TINA YAMAKI
PRESIDENT
RETAIL MERCHANTS OF HAWAII
February 6, 2019**

Re: HB 1191 RELATING TO MINIMUM WAGE

Good morning Chair Johanson and members of the House Committee on Labor & Public Employment. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

The Retail Merchants of Hawaii (RMH) is a statewide not-for-profit trade organization is committed to support the retail industry and business in general in Hawaii. The retail industry is one of the largest employers in the state, employing 25% of the labor force.

The Retail Merchants of Hawaii strongly opposes HB 1191 Relating to Minimum Wage. The most harmful consequence of this minimum wage increase will be on our smaller retailers which face constant and intense competition, not only from other retailers, but also from internet sellers.

The impact of a minimum wage increase is exponential, causing a compression of wages between newly hired/inexperienced workers and the veteran/experienced employees. Mandating scheduled adjustments at the lowest tier of the employment scale causes a tremendous and prohibitive increase in overall employment costs. Furthermore, an increase in payroll costs also leads to increases in benefit costs that are based on wages, including unemployment insurance, Social Security and Medicare, workers' compensation premiums, and vacation and holiday pay. We must also factor in that Hawaii mandates healthcare coverage for workers. This is also another benefit that is a cost to employers that we are having to make adjustments for by restructuring our business plans and budget to accommodate the rising cost of healthcare and other mandated expenses.

Over the past few years, the retail industry has seen reasonable growth, with existing companies opening new locations and new retailers entering the marketplace. New retail jobs are being created, with compensation levels based on the current economic conditions, reemployment regulations, and the business philosophy of the employer. Increasing the minimum wage is counterproductive to any further growth of our industry and Hawaii.

We respectfully ask that you hold this measure. Mahalo again for this opportunity to testify.

January 29, 2019

To: Representative Aaron Johanson, Chair
Representative Stacelynn Eli, Vice Chair
House Committee on Labor and Public Employment

From: Laura Nevitt, Director of Public Policy
Hawaii Children's Action Network

Re: **H.B 1191– Relating to Minimum Wage**
Hawaii State Capitol, Room 309, January 31, 9:30 AM

On behalf of Hawaii Children's Action Network (HCAN), we are writing to SUPPORT with Ammendment, H.B. 1191, which would increase the minimum wage rates annually beginning January 1, 2020. Provides a lower rate for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health CARE Act. Provides for inflation-adjusted annual increases beginning in 2026

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

For these reasons, HCAN urges you to pass H.B 1191 with amendments.

HCAN is committed to building a unified voice advocating for Hawaii's children by improving their safety, health, and education.

LATE



Before the ~~House~~**Senate** Committee on Labor, ~~Culture & the Arts~~ **& Public Employment**

DATE: Thursday, January 31, 2019

TIME: ~~3:00 PM~~9:30 a.m.

PLACE: Conference Room ~~224~~309

Re: ~~SB-789~~HB 1191, Relating to Minimum Wage

Testimony of Melissa Pavlicek for NFIB Hawaii

Aloha Chair Taniguchi, Vice Chair Ihara and members of the committee:

We are testifying on behalf of the National Federation of Independent Business (NFIB) in opposition to ~~SB-789~~HB 1191 relating to minimum wage which increases minimum wage rates annually beginning January 1, 2020 and provides a lower rate for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health Care Act. It provides for inflation-adjusted annual increases beginning in 2026.~~increases the Hawaii minimum wage to \$12.00 in 2022. If the state mandates an increase in the cost of labor, employers will be forced to increase prices or work with fewer employees.~~

No one has greater incentive, ~~responsibility~~responsibility or ability to lead the economy than Hawaii's small business owners. Therefore, lawmakers have a special obligation to ensure that public policies help spur economic growth by taking into account the unique perspective of those who are ~~are~~ owning and operating a small business. Small businesses play a major role in the economy, representing 99% of all employer firms, employing about half of private-sector employees and generating 63% to 80% of net new jobs annually. Raising the minimum wage ~~is counter to promoting job growth~~would make it harder for low-skilled or first-time workers to get jobs. We oppose this measure.

The National Federation of Independent Business is the largest advocacy organization representing small and independent businesses in Washington, D.C., and all 50 state capitals. In Hawaii, NFIB represents nearly 1,000 members. NFIB's purpose is to impact public policy at the state and federal level and be a key business resource for small and

independent business in America. NFIB also provides timely information designed to help small businesses succeed.



HAWAI'I LODGING & TOURISM
A S S O C I A T I O N

LATE

Testimony of

Mufi Hannemann
President & CEO
Hawai'i Lodging & Tourism Association

Committee on Labor & Public Employment

House Bill 1191: Relating to Minimum Wage

Chair Johanson and members of the committee, mahalo for the opportunity to submit testimony on behalf of the Hawai'i Lodging & Tourism Association, the state's largest private sector visitor industry organization.

The Hawai'i Lodging & Tourism Association—nearly 700 members strong, representing more than 50,000 hotel rooms and close to 40,000 lodging workers—respectfully opposes House Bill 1191, which proposes to increase minimum wage rates annually beginning January 1, 2020.

The minimum wage should not be viewed as a “living wage”; it is a starting point for most individuals as they enter the work force. The majority of our members already pay their employees well above the minimum wage; for instance, at certain properties housekeepers start at over \$22 an hour. In addition, any attempt to raise the minimum wage, particularly in the hospitality industry, should take into account that wages and benefits constitute the largest single expense for most businesses in the service sector. As such, any increase in these costs—be they in the form of hikes in wage-based employer taxes and insurance, unceasing rises in mandatory health insurance premiums, or higher wages—will increase the cost of operations and the ability to compete against businesses with lower operating costs. In the visitor industry, where we are constantly being tapped for additional tax revenues, we vie against lower-wage and lower-cost destinations on the mainland, Mexico, the Caribbean, and elsewhere. The prices of hotel accommodations, airfare, ground transportation, meals, shopping, and visitor attractions must reflect not only value, but be reasonable to our guests.

Lastly, we oppose the proposal to have the Department of Labor and Industrial Relations calculate the minimum wage based on the Consumer Price Index in automatically determining future minimum wage rates. The implementation of such automatic increases would preclude employers and others from having any say in the minimum wage rate or pace of increases, as well as absolve the Legislature of any responsibility in debating this issue in a public forum. The language in the legislation also stipulates that there shall be no commensurate decrease in the minimum wage during economic downturns, a mandate that does not account for anticipated slowdowns in the economic cycle, crises, or a less competitive business environment in Hawai'i.

Thank you for the opportunity to share our thoughts and comments on this matter.

LATE

HB-1191

Submitted on: 1/31/2019 6:16:13 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Dale Sandlin	Hawaii Cattlemens Council	Oppose	No

Comments:

LATE

HB-1191

Submitted on: 1/31/2019 7:00:30 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Brian Miyamoto	Hawaii Farm Bureau	Oppose	No

Comments:

LATE

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:22 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Russell Kuwaye <eosipqncvsrskjp@ujoin.co>
Sent: Tuesday, January 29, 2019 7:05 PM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: rkuwaye@gmail.com <Russell Kuwaye>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Russell Kuwaye

General Manager

Hilo

Hawaii

LATE

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:20 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: D Jk <wofuylvkaqrwtsx@ujoin.co>
Sent: Tuesday, January 29, 2019 8:07 PM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: not@hawaiiibogus.com <D Jk>

Message:

I agree with the intent to raise minimum wage. These chamber messages are spam

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

D Jk

Hilo

Hawaii

LATE

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:20 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Thomas Kaohimaunu <sgmfcmgjfpyhlkj@ujoin.co>
Sent: Tuesday, January 29, 2019 8:20 PM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: tkaohimaunu@minitstop.com <Thomas Kaohimaunu >

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Thomas Kaohimaunu

District manager

Kamuela

Hawaii

LATE

HB-1191

Submitted on: 1/30/2019 11:07:35 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Gary Hooser	Individual	Comments	No

Comments:

Dear Chair and Committee Members,

In short, I am requesting that this measure be amended so all workers receive a minimum of a \$17 wage. If there are two tiers as is being proposed, this measure should be amended so that the lowest tier is \$17 per hour.

I am writing to also respectfully request that you schedule a hearing on HB727 which increases Hawaii's minimum wage to \$17, includes an annual cost of living adjustment and proposes to eliminate the provision that allows employers to pay tipped workers a subminimum wage.

Over the past year I have been working with many others on the effort to eventually increase Hawaii's minimum wage to that of a living, or at least a subsistence wage.

HB727 is the only measure that clearly attempts to accomplish this goal for all workers, and I believe deserves a hearing so the public might be given the opportunity to weigh in.

Thank you in advance for any positive consideration you can offer to either amend the existing measure before you as indicated above, and in allowing HB727 to have a public hearing before your committee.

Respectfully,

Gary Hooser

LATE

HB-1191

Submitted on: 1/30/2019 12:41:19 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Zachary Mermel	Individual	Comments	No

Comments:

To whom it may concern,

Thank you for being willing to put forward HB1191 for consideration. This bill, while appreciated, falls far short of what is needed. Hawaii workers deserve a minimum wage of at least \$17 per hour. The Hawaii Department of Business and Economic Development has determined that this is the approximate amount that workers in Hawaii need, simply to survive. Is that asking too much? Shouldn't every person that works a 40 hour week be entitled to earn enough so that they have a dry place to sleep, enough food to eat, and basic medical care?

History and research clearly shows that increasing the minimum wage incrementally over time, will not cause the sky to fall. Hawaii workers deserve a minimum wage that is sufficient to feed, clothe and house them. \$17/hr is the threshold we need to reach, along with annual adjustments for inflation and a path toward a true living wage.

Respectfully,

Zach Mermel

LATE

HB-1191

Submitted on: 1/30/2019 9:33:15 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Bart Dame	Individual	Support	Yes

Comments:

Good Morning Chair and Members of the Committee.

I am testifying in STRON SUPPORT of HB1191. I think the bill represents and intelligent response to the various factors which must be considered in drafting minimum wage legisaltion which strikes a balance between the needs of working people and the needs for small business.

When the Legislature passed the Pre-paid Medical act, it created a powerful incentive for employers to limit the hous of many employees to under 20 hours a week. This has created a second class group of working people, many of whom work two, even three part-time jobs without receiving any healthcare benefits. This bill helps incentivize employers to expend the hours for part time employers and provide them with pre-paid medical. Or to pay them a large portion of the value of the denied healthcare in the form of a higher wage.

We can quibble about the dollar amounts and the timeline. But I htink this bill takes a creative and intelligent approach to redresssing the inherent defects in the pre-paid medical statute while provided a very needed hike in wages of the lowest paid workers.

Thank you for consideration of my testimony.

Bart Dame
Honolulu.

LATE

HB-1191

Submitted on: 1/30/2019 9:59:35 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
George M Clifford	Individual	Support	No

Comments:

LATE

HB-1191

Submitted on: 1/30/2019 11:07:10 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Jason Shon	Individual	Support	No

Comments:

I support a living wage.

LATE

HB-1191

Submitted on: 1/30/2019 11:18:03 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
megan deets	Individual	Support	No

Comments:

I support minimum wage being increased. As a Kauai resident who makes well above minimum wage, even I find it hard to make ends meet with the cost of living being what it is in Hawaii. I can't imagine how minimum wage workers in Hawaii are making it at all.

LATE

HB-1191

Submitted on: 1/30/2019 11:57:40 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
JULIA FUJIOKA	Individual	Support	No

Comments:

Please keep this measure strong at the \$17 an hour level, but it should be applied to ALL employees. Thank you for your support!

LATE

HB-1191

Submitted on: 1/30/2019 12:49:14 PM
Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Shannon	Individual	Support	No

Comments:

Please support all/any legislation that raises our minimum wage. We need an increase to AT LEAST \$17 per hour to even come close to a living wage here, with our continually rising costs of living. This will not solve all problems, but would be a darn good place to start, the sooner the better.

Mahalo,

Shannon

LATE

HB-1191

Submitted on: 1/30/2019 12:55:38 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Keone M Ishoda	Individual	Support	No

Comments:

LATE

HB-1191

Submitted on: 1/30/2019 1:58:29 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Ellen-Rae Cachola	Individual	Support	No

Comments:

Thank you for your proposals. While I am happy that HB1191 incentivizes employers to provide health insurance by proposing a two tiered minimum wage, \$17 by 2025 for workers without employer provided health insurance and \$14 by 2025 for workers with employer covered health insurance, I believe all workers deserve both health insurance and a minimum wage of at least \$17. Please keep this measure strong at the \$17 level for ALL employees. Mahalo.

LATE

HB-1191

Submitted on: 1/30/2019 3:16:53 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Wendy Gibson	Individual	Support	No

Comments:

Aloha Chair Johanson, Vice Chair Eli, members,
As someone who has had to work more than one job to make ends meet- I support HB1191 This bill will incrementally raise the minimum wage to \$17 an hour, the 2019 self-sufficiency wage level, according to DBEDT.

I would like to ask that you amend the bill to include language that automatically adjusts the minimum wage each year by indexing it to the consumer price index, or some other cost of living adjustment. I also ask that you remove the employer-mandated healthcare carve-out language.

The reality is that workers need to be able to pay for their basic needs if we hope to capture any economic activity from them as consumers. Businesses will benefit from a phased-in minimum wage increase: In the year of data available after the minimum wage increased from \$7.25 in 2014, Hawai'i saw a 6.4 percent increase in small businesses. Meanwhile, the number of restaurant server positions has increased by 20 percent between 2014 and 2018.

Meanwhile 48% of local families struggle to make ends meet. These are hardworking people, and they deserve a living wage now, and every year afterward.

Mahalo,

Wendy Gibson RN/BSN

Testimony for Minimum Wage Hearings

LATE

Submission Date

2019-01-30 20:27:28

Name

Sharain Naylor

Email

sasheir@yahoo.com

Testimony to Senate Committee:

Position: Support - Amend to a Living Wage

Chair Taniguchi, Vice Chair Ihara, and Members of the Committee:

Thank you for your commitments to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although both SB789 and SB1248 do increase the minimum wage, they are both far short of the \$17 per hour that's needed for a full-time worker to be able to afford their basic needs.

We are glad that 3 of the 5 labor committee members have come out to publicly support a living wage. The supporters are Chair Brian Taniguchi, Stanley Chang, and Mike Gabbard. Therefore we ask that both of these bills be amended to gradually increase the minimum wage to a living wage and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony to House Committee

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Testimony for Minimum Wage Hearings

LATE

Submission Date

2019-01-30 20:29:20

Name

Daniel Murata

Email

dmtmurata@gmail.com

Testimony to Senate Committee:

Position: Support - Amend to a Living Wage

Chair Taniguchi, Vice Chair Ihara, and Members of the Committee:

Thank you for your commitments to increasing the minimum wage.

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Although both SB789 and SB1248 do increase the minimum wage, they are both far short of the \$17 per hour that's needed for a full-time worker to be able to afford their basic needs.

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LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Akana Arquette

Email

akanz808@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Alissa Torigoe

Email

aatorigoe@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Andrew Jones

Email

andrewcjones1@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Cameron Crook

Email

crooksta7@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

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living wage for all workers and then be subsequently voted on
and passed.

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families.



Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Carla Allison

Email

cbm@hawaii.rr.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.



Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Chris Swain

Email

cswim808@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Daniel Murren

Email

dmoneye@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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Thank you for your continued support for Hawaii's working families.

LATE

LABtestimony

From: Donovan Duncan Duncan <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 12:01 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Donovan Duncan Duncan
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

LABtestimony

From: Elif Beall <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 12:13 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Elif Beall
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments. I am a concerned resident on Kauai.

Hawaii's minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them, which is a great step!

The minimum wage was higher in 1968 than it is today. The Hawai'i minimum wage in 1968 was \$1.25. Adjusted for inflation, that equals \$11.93 per hour.

Tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Elsa Bagoyo

Email

ebagoyo@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

LABtestimony

From: Heather Lusk <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 3:32 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Heather Lusk
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

LABtestimony

From: Hosanna Lettvin <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 10:44 AM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Hosanna Lettvin
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Speaking as someone who is currently earning \$15/hour with no benefits, the current minimum wage is not anywhere close to a living wage. \$15/hour is also not a living wage - I live somewhere with extremely reasonable rent, utilities included. After taxes, rent, and phone bill, I'm left with about \$750. After I make my student loan payments and buy a bus pass, that leaves about \$300 for food and toiletries and other necessities and any other expenses, including medical and dental care and emergencies. My income is too high to qualify for food stamps or Medicaid, but too low to pay for health insurance - which will come back to bite me next year at tax time. I'm living paycheck to paycheck at nearly \$5/hour MORE than the current minimum wage, and I have no kids or other people who depend on me for support.

I urge you to not only pass HB1191 with amendments, but to consider what your own lives would look like on a daily basis if you were making minimum wage - the things you and your families would have to forgo, the decisions you'd have to make about things like getting medical care for yourself or your children, or traveling to see loved ones who are sick or elderly - and then consider raising the minimum wage further and faster. Thank you for your consideration of my testimony.

LABtestimony

LATE

From: Ida Peric <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 3:21 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Ida Peric
Attending the hearing: Yes

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

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However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

James Degen

Email

jimmerfmbp4@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jami Downey-Jovanovich

Email

kamadj33@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

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LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Janna Plant

Email

jcelinap@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

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LATE

LABtestimony

From: Jeff Gilbreath Jeff Gilbreath <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 11:17 AM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Jeff Gilbreath Jeff Gilbreath
Attending the hearing: No

To the House Committee on Labor and Public Employment:

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I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.



Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jember Jansen

Email

jember@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jena Brittain

Email

jenabrit@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jodi Chase

Email

jodibean@cox.net

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

LABtestimony

From: Jonathan Boyne <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 10:51 AM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Jonathan Boyne
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kai Rilliet

Email

hikai@me.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.



Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kawika Lyons

Email

kawika_lyons@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Keane Ishii

Email

keaneishii@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kenji Hurlburt

Email

mrkenji@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LATE

Testimony to the Senate Committee on Labor, Culture and the Arts

Thursday, Jan. 31st, 2019 @ 3:00pm

Conference Room 224, State Capitol

RE: Senate Bill 1248 Relating to Minimum Wage

Name

Kiefer Hermann

Email

khermann@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Taniguchi, Vice Chair Ihara, and Members of the
Committee:

Thank you for your commitments to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although both SB789 and SB1248 do increase the minimum
wage, they are both far short of the \$17 per hour that's needed
for a full-time worker to be able to afford their basic needs.

We are glad that 3 of the 5 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Brian Taniguchi, Stanley Chang, and Mike Gabbard.
Therefore we ask that both of these bills be amended to
gradually increase the minimum wage to a living wage and
then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working
families.



Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Krystal Mokuahi

Email

mokuahi.krystal@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LABtestimony

LATE

From: Landon Li <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 11:10 AM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Landon Li
Attending the hearing: Yes

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

LABtestimony

From: luke kaili <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 1:04 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: luke kaili
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Ma Glodilet Rallojay

Email

mgrr@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

maisa thayer

Email

maisathayer@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Megan Harper

Email

meganharper55@att.net

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.



Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Rev. T. J. FitzGerald

Email

minister@unitariansofhi.org

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

LABtestimony

From: Shannon Rudolph <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 12:08 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Shannon Rudolph
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Stephanie Marr

Email

smarr8@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Tyler Jones

Email

tylercjones@gmail.com

Position: Support - Amend

Thank you for your commitments to increasing the minimum wage. While any increase is better than none, the proposed bills fall far short from a business prospective. I highly encourage the bills be amended to set the minimum wage at a living wage, as determined by State of Hawaii, DEBDT. I encourage a gradual increase of approximately 10% annually until a living wage is reached, and it adjusts annually based on costs of living. In 2018 dollars, DEBDT estimates the living wage to be \$17/hour plus medical benefits. Anything less is a poor business decision by the state.

As an active member of the Hawaii business community and a graduate of UH Shidler MBA program, I can appreciate the opportunity for businesses to get a "good deal." Our current practice of allowing businesses to hire labor for less than the costs to keep that labor alive is certainly a great deal for businesses in Hawaii. Unfortunately, the costs to keep labor alive do not go away. They must be paid by someone. We all pay those costs through government subsidy, through poor performance in schools due to parent working 3 jobs and forced to be less involved with child raising, through allowing our family members to pay below market value rent in our homes so they don't become house less.

Most business minded people will argue against a mandatory living wage. Fortunately, we have decades of economic research and data to prove their concerns are not valid. Our

economy needs true increase in demand to sustain longterm growth. Reducing costs of business operations has had some positive impact on growth. But the returns on these endeavors have diminished over the last decade. It is time that we correct the existing market failure and require that businesses pay their fair share in the costs of keeping labor alive. The good news is that almost all economic research shows this is not a zero sum game, and by properly allocating costs, we all benefit.

It is time we grow our economy, improve the overall welfare of the state, and require business pay the costs associated with their reward. Yes, this will cause a relatively small amount of price inflation, and business should pass on this costs to consumers. But wages represent only about 30% of average business expense, and economic analysis from world experiences prove that this increase in costs is more than offset by higher wages. Don't let a \$100 increase in costs prevent a \$400 increase in wage.

It's not about equality, or doing what is "right." It's about doing what will benefit the state and provide longterm economic viability. Thank you for your time.

Tyler Jones

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Janice Davis

Email

davisw007@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Rylen I

Email

zebobofzebill@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:42 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Brian Arkle <mhwujwmqwtawrj@ujoin.co>
Date: January 30, 2019 at 3:38:35 PM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: barkle@alsco.com

From: barkle@alsco.com <Brian Arkle>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. Businesses cannot afford more costs mandated through this legislation. Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Brian Arkle

General Manager

Kapolei

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Arianna Namini

Email

arianna.namini@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

LABtestimony

From: Barbara Franklin <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 5:28 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Barbara Franklin
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:00 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Beverly Miller <kufyobtfewbiaca@ujoin.co>
Sent: Wednesday, January 30, 2019 7:42 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: beverlymiller3@juno.com <Beverly Miller>

Message:

I disagree with another increase in min wage. All it proves to do is raise the cost of living AND remove entry level jobs from the market for young people.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Beverly Miller

HR

Honolulu

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:57 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Brooke Cho <pigbwsanoefsdl@ujoin.co>
Sent: Wednesday, January 30, 2019 8:27 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: tweetee77@gmail.com <Brooke Cho>

Message:

We went from \$7.25 to our current minimum wage \$10.25 in a very short period of time. I'm not saying let's never increase wages, but the way you're increasing them drastically and negatively impacts all businesses and the economy as a whole. I've already cutdown on workers and benefits. I'm afraid closure is an option for a lot of small businesses if this becomes a continued issue.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Brooke Cho

Owner

Honolulu

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:05 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Caitlin Folds <pczdxsxybsyawzx@ujoin.co>
Sent: Tuesday, January 29, 2019 10:03 PM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: caitlinfolds@yanoo.com <Caitlin Folds>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Caitlin Folds

Restaurant owner

Kihei

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Cedric Caires

Email

squeezeplayhi@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:53 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Charisse Lindsey <yjnrpotmeugbtzq@ujoin.co>
Sent: Wednesday, January 30, 2019 9:26 AM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: charisse@hypersperspective.com <Charisse Lindsey>

Message:

As a small business, our employment needs range from interns, admin, management, and creative. We regularly employ interns and general office admin and we train up to higher level positions. If minimum wage increases to \$15 per hour, we will not be able to hire for many of these positions. We will be forced to employ management level or more experienced applicants. This will cause great hardship on our business. With the unemployment rate so low, small businesses like ours have difficulty attracting qualified applicants, so we depend on hiring less experienced and train up. We are extremely active with recruitment and find that majority of the applicants are those with little or no college or close to retirement age. It's my opinion that with the wage increase, the number of unemployed elderly workers and the underserved will increase substantially. Please consider implementing laws that will benefit our communities long term goals.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Charisse Lindsey

Chief Operating Officer

Honolulu

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Christian Armstrong

Email

armisaelofashkelon@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:56 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Christine Camara <zosqdxrcbewlwhx@ujoin.co>
Sent: Wednesday, January 30, 2019 8:57 AM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: kalaheohi@greatharvest.com <Christine Camara>

Message:

As a small business owner my biggest struggle is finding great employees. When I find them I do what I can, within my means to retain. However, the positions we require are not those that require a college degree or multiple experience but rather someone who is new to the workforce and learning work ethics. Unfortunately I don't agree that the minimum wage increase is necessity to make a "living wage". Many of the minimum wage jobs are not meant to raise a family or live a life. These jobs are for those that are fairly new to the workforce and still learning and gaining experience that will eventually lead them to become better workers, individuals, and community supporters. Raising the minimum wage will require us to decrease employee hours, raise prices, review optional benefits currently offered as part of employment and even let personnel go. This is the reality of our world and the impact that it will have on our business and our employees, or soon to be, lack thereof.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Christine Camara

Owner

Lihue

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Colleen Mccaffrey

Email

soft_ball811@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Daniel Curran

Email

dficurran@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:55 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Dayane Florian <ktijrzqnbjixda@ujoin.co>
Sent: Wednesday, January 30, 2019 9:03 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: dayanef@crazyshirts.com <Dayane Florian>

Message:

Increasing minimum wage so significantly not only puts a huge burden on small companies, but also heavily impacts medium and large sized companies to stay competitive in the market. We're already only able to pay a small amount above minimum wage, and increasing to \$15/hour may result in the substantial cut in our labor force or even closure of stores due to having payroll costs that exceed our sales in certain stores. We can only increase the price of our product so much before customers refuse to pay that much, so what can companies do to keep jobs open when they can't afford to pay their employees the minimum wage? Please re-consider this and do not increase minimum wage that substantially.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Dayane Florian

HR Director

Aiea

Hawaii

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:59 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Edward Matsukawa <oiqbiplmmrfixtw@ujoin.co>
Sent: Wednesday, January 30, 2019 8:06 AM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: edward@kauaiislandtours.com <Edward Matsukawa>

Message:

My comments are as follows. When has any of these services passed on any savings for: electricity, water, sewer, phone, trash, etc.? By that same token have any businesses seen their HMSA premiums go down? For a lot of small businesses this is one of the largest costs. I heard that there are proposals to increase our vehicle registration fees again. Here on Kauai our GE tax was increased .5% to pay for road improvements because the state took away the county revenue sharing monies?? We have seen a huge increase in the number of businesses permitted by the PUC. Am I to believe that these new startups have any of the high operating costs that we have, in addition to regulatory compliances, i.e., Uber & Lyft are given a free ride at our expense. We pay a fair wage & benefits which include bonuses, pensions, freebies & incentives - we do not need a law to legislate what to pay - we have always negotiated our wages and will continue to do so. Most businesses (and we are no exception) have to deal with the up's & down 's & it never is the same every year more so being in the visitor industry.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Edward Matsukawa

Lihue

Hawaii

LATE

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:42 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Elyse Robinson <fyhbunvptamjkmk@ujoin.co>
Date: January 30, 2019 at 6:08:27 PM HST
To: Stacelynn Eli <repli@Capitol.hawaii.gov>
Subject: **Submit testimony on HB 1191, Relating to the Minimum Wage**
Reply-To: elyse.morishita@gmail.com

From: elyse.morishita@gmail.com <Elyse Robinson>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. Businesses cannot afford more costs mandated through this legislation. Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Elyse Robinson

Financial Advisor

Hilo

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:44 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Fredrick Brooks <nsxnwyqdenmotvn@ujoin.co>
Date: January 30, 2019 at 12:11:13 PM HST
To: Stacelynn Eli <repele@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: fred@pacificpanelcleaners.com

From: fred@pacificpanelcleaners.com <Fredrick Brooks>

Message:

The increase in minimum wage would negatively effect my business as I already cover health benefits give my team a matched IRA plan and help out with other expenses. Every time the rates gets raised you have to think of the effect on the business as this raises my insurance rates and since the workers comp is directly related as well to the pay this increases so the set price of the minimum wage increase is not just that price increase but the collateral effects and cost increase and this is another thing that the state does to help put the small businesses that area already struggling a step closer to shutting down.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Fredrick Brooks

CEO

Honolulu

Hawaii

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:45 PM
To: eli2 - Ivan; Ms. Lauren Cheape Matsumoto; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Gloria Affigne <yigqxcvmdeaxtdw@ujoin.co>
Date: January 30, 2019 at 2:19:49 PM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: gloria@gaffigne.com

From: gloria@gaffigne.com <Gloria Affigne>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Gloria Affigne

Honolulu

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:07 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Harith Jayaweera <creymlmxgmyzvkk@ujoin.co>
Sent: Wednesday, January 30, 2019 10:48 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: harith.jayaweera@1800gotjunk.com <Harith Jayaweera>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Harith Jayaweera

Operations Coordinator

Honolulu

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:20 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Hokulani Lee <bqnyegkpkaspae@ujoin.co>
Sent: Tuesday, January 29, 2019 8:26 PM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: hoku.unclebos@gmail.com <Hokulani Lee>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Hokulani Lee

VP of Operations

Honolulu

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Hughie Long

Email

long.hughie@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jessie Zhao

Email

jessiewzhao888@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

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come out to publicly support a living wage. The supporters
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bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Jim Cooper

Email

jimcooper@mindspring.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
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are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:05 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: John Ferguson <oejlhrqubqjlpeu@ujoin.co>
Sent: Tuesday, January 29, 2019 11:08 PM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: jcf@kalaheo.com <John Ferguson >

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

John Ferguson

Owner/ manager

Kalaheo

Hawaii

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:41 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: John Walker <rjgegghwmssyenr@ujoin.co>
Date: January 30, 2019 at 3:06:52 PM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: popalockjack@yahoo.com

From: popalockjack@yahoo.com <John Walker>

Message:

Any rise in the minimum wage at this time will undoubtedly reduce employment for the most marginal portion of the labor force - young, new-to-the-workforce lacking advanced skills or education. This is the type of people we at Pop-A-Lock of Oahu hire in our entry-level positions. Given the health care cost requirements for our employees, each rise in the minimum wage reduces the number of people we can employ. Our biggest customers are large insurance companies that are refusing to pay any additional money for roadside service in Hawaii, and the additional costs of an increased minimum wage would endanger our whole business operation.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

John Walker

CHIEF OPERATING OFFICER, POP-A-LOCK OF HONOLULU

HONOLULU

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:43 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Josephine Mc Garry Curran <cgyycsvpclxiton@ujoin.co>
Date: January 30, 2019 at 2:26:48 PM HST
To: Stacelynn Eli <repele@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: jo@mojomcgarry.com

From: jo@mojomcgarry.com <Josephine Mc Garry Curran >

Message:

This is of grave concern to the business owners in Hawaii who are part of the restaurant industry. With increases to rents, CAM, food, beverage, taxes, insurance and minimum wage, many restaurants will be forced to close if minimum wage continues to climb.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Josephine Mc Garry Curran

Honolulu

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:20 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Juliana Sung <sucisvzuqvmgqti@ujoin.co>
Sent: Tuesday, January 29, 2019 8:23 PM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: juli3sung@gmail.com <Juliana Sung>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Juliana Sung

Restaurant owner

Honolulu

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:41 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Karen Lockwood <fgjmrsjvvtienuk@ujoin.co>
Date: January 30, 2019 at 3:21:21 PM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: karen@pac-island.com

From: karen@pac-island.com <Karen Lockwood>

Message:

We are a small business that has been in operation for 30 years. We are responsible for the livelihoods of 10 people living on Oahu. A forced minimum wage increase would force us to downsize and possibly close if we cannot remain competitive in pricing our products/services.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Karen Lockwood

General Manager

Honolulu

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kathleen Morita

Email

kathleenmorita@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

From: Linda Clark <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 7:22 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: Linda Clark
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:42 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Lorri Redlew <loasvsxstqxbabi@ujoin.co>
Date: January 30, 2019 at 4:08:28 PM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: lredlew@pacifictransfer.com

From: lredlew@pacifictransfer.com <Lorri Redlew>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee, Respectfully, I am opposed to HB1191. Do more with less. . .this was a reality in 2018. Due to the severe labor shortage, wages were increased as a matter of business necessity (legislation not necessary), but we were also forced to maintain business levels with less labor resources resulting in limited services to customers. This is just not a long term viable solution for any business like ours with the high fixed costs inherent in our industry. 2018 was the first year in nearly 10 years that we experienced an unprecedented downturn in revenue and negative impact to the bottom line. There were no costs passed to our customers in 2018 with increases in wages, but in order to remain viable, some labor costs must eventually pass to our customers but not all of the labor costs will. In order to accommodate costs that cannot pass to customers and in order to remain viable in 2019 and beyond, areas such as labor cost, as a percentage of total cost, will need to be re-examined. Reduction in hours worked, headcount, and benefits will be factors that will be considered in managing labor costs. Mandated legislation resulting in more cost is detrimental to business who have to determine how to or if it is possible to accommodate the cost. Legislators do not need to determine a fair minimum wage. Market conditions, supply and demand, labor market, business model, industry trends, among other factors already lead businesses to determine a fair wage. Thank you for your time in considering my testimony.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when

contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Lorri Redlew

Sr Vice President

Honolulu

Hawaii

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:56 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Marie Lau <luyxxtxpyucrtqp@ujoin.co>
Sent: Wednesday, January 30, 2019 8:50 AM
To: Rep. Stacelynn K.M. Eli <repele@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: marie@hokulanibakeshop.com <Marie Lau>

Message:

I am a business owner of a small bake shop. As stated above, not all costs can be passed on to the customer. Wage increases should be at the discretion of the company/employer and not be solely based on an employees job performance in their position and not a mandated increase by the government. Please consider other legislation to alter/lower/alleviate the cost of living in other areas other than to target the minimum wage that most directly affects small local businesses like mine. We are already dealing with increasing costs of our ingredients, packaging supplies and other materials from our distributors who are already passing on their costs to us. It is my hope and belief other alternatives will be proposed and discussed and the minimum wage will not increase giving us little guys a chance to stick around and continue to serve our community. Mahalo for your time and respectful consideration of my concerns.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Marie Lau

Owner/Manager

Honolulu

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Marissa Sihapanya

Email

marissasihapanya@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:43 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Matt Lyum <gvrbzsdzelvdejq@ujoin.co>
Date: January 30, 2019 at 2:31:21 PM HST
To: Stacelynn Eli <repele@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: matt@performancels.com

From: matt@performancels.com <Matt Lyum>

Message:

I worked for minimum in high school and did not expect a livable wage, or deserve it. I did not have any skills, and didn't even know how to punch a time clock. I hire unskilled employees every month and invest in their training to get them up in wages. Some don't want or need more training because they are only supplementing their household income and just want to contribute. 2 years ago I hired a GED laborer with no drivers license, skills, and poor reading and writing. We trained him in landscape construction, taught him how to drive, operate equipment, and improved his basic writing skills. He is now making over \$17/hr. But if that was minimum wage, I would not have invested in him. And I'm competing with a plethora of "under the table" businesses that avoid all wage and hour laws. See this article, <https://www.hawaiibusiness.com/hawaiis-underground-economy/> This was 2010! Now the lost income has to be well over \$1 Billion! Instead of making new, exorbitant increases that only honest businesses comply with, why don't you do something to go after the illegal businesses. They do not comply with DOL wage laws, IRS tax laws, OSHA laws, Insurance laws, etc....That lost tax money could pay for a lot of programs, school air conditioning, etc...

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Matt Lyum

Small Business owner

Honolulu

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Maureen Malanaphy

Email

momalanaphy@yahoo.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

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some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LATE

eli2 - Ivan

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:44 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Melvina Jjoyo <tvcfdhzsfmqksng@ujoin.co>
Date: January 30, 2019 at 11:31:48 AM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: sjoyo@minitstop.com

From: sjoyo@minitstop.com <Melvina Jjoyo>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

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Thank you for your time and consideration of my concerns.

Melvina Joyo

Operations Manager

Kahului

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Michele Nihipali

Email

nihipalim001@hawaii.rr.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

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We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:44 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Nancy Kanna <hjeucnufaosodof@ujoin.co>
Date: January 30, 2019 at 12:34:24 PM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: nancykanna@gmail.com

From: nancykanna@gmail.com <Nancy Kanna>

Message:

Small businesses are the backbone of the Hawaii economy. While larger businesses may be able to absorb the additional cost of a raised minimum wage, it's the small businesses that will suffer. These small businesses are already operating on thin margins. A raised minimum wage could be the end for many of the legacy diners and restaurants in Hawaii, for example. And there is only so much that Hawaii consumers can absorb; it is a fallacy that costs will be passed to the consumer. What will happen? Hawaii will be a place where only big business can survive. That is NOT the Hawaii as I know it. Thank you for considering my concerns.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. Businesses cannot afford more costs mandated through this legislation. Changes that companies would be forced to contemplate

include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Nancy Kanna

self

Hanapepe

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Nick Fiero

Email

nickfiero@hotmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have
come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 6:42 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Paul Uyehara <uzfiitejyspioi@ujoin.co>
Date: January 30, 2019 at 5:16:54 PM HST
To: Stacelynn Eli <repele@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: paul@alohatofu.com

From: paul@alohatofu.com <Paul Uyehara>

Message:

Simply put: the implementation of this law will doom our company. As the proud operator of a third-generation (69 years), kama`aina food manufacturer with 28 employees who have worked, on average with us for 11 years, we believe we provide a stable environment for our employees to earn an honest day's pay. No one knows better than local manufacturers or farmers about the challenges and costs associated with operating in the middle of the Pacific Ocean and, obviously, the cost of labor is a major concern. Choosing to turn a blind eye to the multiple effects this type of bill proposes, is disingenuous and unsympathetic to the efforts that small businesses make to support our communities. An increase in the minimum wage will: increase payroll taxes and associated administration costs, will lead to increased prices of goods, will squeeze many businesses already on a razor's edge, will reduce the amount of jobs for workers at the lower end of the spectrum, will force more of our families to move away, will allow cheaper goods to take over (even more) the local markets. Legislators speak of supporting local small businesses and wanting to decrease our dependency on outside goods and services, but these types of proposals, over the long run, will have the opposite effect. It may be that those who have signed on to this proposal do not have this in mind and are solely concerned with making a stand to share with their supporters...I do not know if an effort has been made to reach out to small businesses in creating this proposal, but my guess would be "no"... Ideally a proposal like this should be a win-win for both sides with considerations given to each, but that is something that would take real leadership, creativity and effort.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our

business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include **decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.**

Thank you for your time and consideration of my concerns.

Paul Uyehara

president

Honolulu

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:52 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Peter Kam <qzxzvctmlxpuwek@ujoin.co>
Sent: Wednesday, January 30, 2019 9:41 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: pkam1998@aol.com <Peter Kam>

Message:

New employees who have no skills must have entry level positions. These new employees will have a very hard time finding a job at \$17 an hour. If minimum wages are increased, it will also affect existing employee wages. Raising minimum wage will also significantly increase insurance costs. We may have to put most or all of employees on part time, and let go mediocre workers. Can you imagine fast food restaurants still having \$.99 specials? It will no longer be possible! Retail price of everything will increase, just to partially make up for any minimum wage increases. Businesses will no longer have incentive to continue business, especially in Hawaii that already has an anti-business climate.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Peter Kam

President

Waipahu

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Richard Valasek

Email

richard.valasek@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 10:56 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Rolando Espinosa <lxxoyrqimhthpdu@ujoin.co>
Sent: Wednesday, January 30, 2019 8:49 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: ricoesp808@hawaiiantel.net <Rolando Espinosa>

Message:

This will cause small businesses to close. There should be a break for businesses with tip employees. I will forced me to cut all of my employees hours to below 20 hours.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Rolando Espinosa

Restaurant owner

Mililani

Hawaii

eli2 - Ivan

LATE

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 11:00 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: FW: Submit testimony on HB 1191, Relating to the Minimum Wage

From: Rose Marie Agpoon <zgcketgpqsjdzjf@ujoin.co>
Sent: Wednesday, January 30, 2019 7:39 AM
To: Rep. Stacelynn K.M. Eli <repeli@capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage

From: ragpoon@minitstop.com <Rose Marie Agpoon>

Message:

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. **Businesses cannot afford more costs mandated through this legislation.** Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Rose Marie Agpoon

Admin

Kahului

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Rylen I

Email

zebobofzebill@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
well below what's needed for them to afford their basic needs.

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come out to publicly support a living wage. The supporters
are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Suzanne Shedletsky

Email

suzyshed@aol.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
some workers, it leaves those receiving health care coverage
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are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa,
Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

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families.

LATE

HB-1191

Submitted on: 1/30/2019 4:04:52 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Daniel R Freund	Individual	Support	No

Comments:

Last week I participated in the "point in time" count of unsheltered residents. Some of those I counted were employed but couldn't afford decent housing for their families. An increase of the minimum wage to a living wage is long overdue.

LATE

HB-1191

Submitted on: 1/30/2019 4:06:08 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lynn Onderko	Individual	Support	No

Comments:

LATE

HB-1191

Submitted on: 1/30/2019 5:54:49 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
David Iannucci	Individual	Support	No

Comments:

Hawaii is an expensive place to live, and our minimum wage is now much too low. There should be a \$17/hr min wage across the board for ALL hourly workers AS SOON AS POSSIBLE.

LATE

HB-1191

Submitted on: 1/30/2019 8:19:12 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Cory Harden	Individual	Support	No

Comments:

Aloha legislators,

Please help struggling families make a living wage, and avoid the public expenses of helping low-income people.

Mahalo,

Cory Harden, Hilo

LATE

HB-1191

Submitted on: 1/31/2019 4:34:44 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Nedi McKnight	Individual	Support	No

Comments:

Please raise the minimum wage to \$17 per hour. It isn't enough but it is a start. People will make enough money to live, and more importantly- spend money!

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Christian Eigner

Email

christiandavid366@gmail.com

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

My name is Christian Eigner. I am a manager at the Nuuanu YMCA. I have made a full-time commitment to helping families in the local community, through my work. I love the YMCA and I love the people of Hawaii. However, even at \$15/hr full-time wages, I am teetering on the edge of disaster, living check to check, sometimes unable to pay my bills, which include rent, student loans, a car payment, and groceries.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

Sincerely,

Christian

From: David Mulinix <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 9:33 PM
To: LABtestimony
Subject: In Support of HB1191 - Relating to Minimum Wage

To: House Committee on Labor & Public Employment
Date: Thursday, January 31, 2019, 9:30 AM
Location: Conference Room 309

Subject: In SUPPORT of HB1191 -Relating to Minimum Wage

From: David Mulinix
Attending the hearing: No

To the House Committee on Labor and Public Employment:

Mahalo for the chance to submit testimony in support of HB1191, with amendments.

Our minimum wage workers earn only \$21,000 a year (working full time at \$10.10 per hour) while facing the highest cost of living in the nation. For example, a Hawaii minimum wage worker would have to work 109 hours per week just to pay rent for a 1-bedroom apartment.

HB1191 would increase our state's minimum wage to \$17 in 6 steps from 2020 to 2025. According to DBEDT, the self-sufficiency income standard for a single person with no children and employer-provided health insurance in 2016 was \$15.84 per hour, which comes out to \$17 in 2019. Since HB1191 would provide for a lower wage for employees who receive employer-paid health insurance, it would make sense to make \$17 the lower-tier wage, and then offer a higher wage for employees who don't get health insurance from their employers.

Our minimum wage has been falling further behind inflation since Jan. 1, 2018, the last time the wage was increased. The minimum wage in 17 states plus DC have automatic inflation adjustments, and this bill would have Hawaii join them.

However, tipped workers in Hawaii can be paid even less than \$10.10. Seven states, including Nevada and all of the West Coast, have eliminated this sub-minimum wage for tipped workers and pay all of their workers the same minimum wage. Hawai'i should join them, too, with an amendment to eliminate the tip credit.

Research shows that higher wages are good for businesses, too. Between 2015 and 2018, Hawai'i's minimum wage increased by 39 percent while our unemployment rate dropped and restaurants hired more servers. That's because higher wages improve worker morale, productivity and loyalty, which saves employers the costs of constantly hiring and training new people. And any extra money paid to minimum wage workers is plowed right back into local businesses, leading to positive ripple effects across our economy.

I urge you to pass HB1191 with amendments. Thank you for your consideration of my testimony.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

David Ulin O'Keefe

Email

dulinokeefe@soka.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Hayato Shigihara

Email

shigiharahayato1209@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
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Angus McKelvey and Sean Quinlan. Therefore we ask that this
bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Hayley Weber

Email

hayleyweber@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
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bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Kelsey Nimtz

Email

kelsey7n@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for
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bill be amended to gradually increase the minimum wage to a
living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

From: Rep. Stacelynn K.M. Eli
Sent: Wednesday, January 30, 2019 7:22 PM
To: eli2 - Ivan; eli1 - Sydney
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Linda Fernandez <veybmkmqdwxpvlv@ujoin.co>
Date: January 30, 2019 at 12:44:00 PM HST
To: Stacelynn Eli <repeli@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: lindaf@funfactoryinc.com

From: lindaf@funfactoryinc.com <Linda Fernandez>

Message:

I oppose HB1191 and believe that any legislator that has ever made a payroll will understand the downside of increasing the minimum wage as they realize that such an increase will open the flood gates to raises for all other employees proportionately. The impact on a business becomes so great that either the business is forced to reduce their hours of operation or to reduce the size of their labor force. In some cases it will force a business on the edge to close and therefore those employees will be without jobs. This is not a good idea for Hawaii as too many people are already leaving the state to find a better future for themselves and their families. Additionally, we need our businesses to prosper to drive the true economy of Hawaii. Please do not pass another wage increase. Thank you

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. Businesses cannot afford more costs mandated through this

legislation. Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Linda Fernandez

CEO

Kapolei

Hawaii

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Megan Bent

Email

BentMeganM@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Sean Kinerney

Email

sak8@hawaii.edu

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

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LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Tait Nelson

Email

makeithappincaptain@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the Committee:

Thank you for your commitment to increasing the minimum wage.

With more than 1 in 3 workers earning less than a living wage, it's necessary we give workers a raise. This is why the Democratic Party has made a living wage their number one priority for the 2019 legislative session.

Although HB1191 does increase the minimum wage to \$17 for some workers, it leaves those receiving health care coverage well below what's needed for them to afford their basic needs.

We are glad that 5 of the 8 labor committee members have come out to publicly support a living wage. The supporters are Chair Aaron Johanson, Linda Ichiyama, Lisa Kitagawa, Angus McKelvey and Sean Quinlan. Therefore we ask that this bill be amended to gradually increase the minimum wage to a living wage for all workers and then be subsequently voted on and passed.

Thank you for your continued support for Hawaii's working families.

LATE

Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Taylor Brack

Email

tbrack@hawaii.edu

Position: Support - Amend to a Living Wage

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Thursday, Jan. 31st, 2019 @ 9:30am

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RE: House Bill 1191 Relating to Minimum Wage

Name

Tien Wong

Email

tienwong7@gmail.com

Position: Support - Amend to a Living Wage

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Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Troy Kimberlin

Email

troy.kimberlin@gmail.com

Position: Support - Amend to a Living Wage

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Testimony to the House Committee on Labor and Public Employment

Thursday, Jan. 31st, 2019 @ 9:30am

Conference Room 309, State Capitol

RE: House Bill 1191 Relating to Minimum Wage

Name

Zainisha Ogwaro

Email

Zogwaro@gmail.com

Position: Support - Amend to a Living Wage

Chair Johanson, Vice Chair Eli, and Members of the
Committee:

Thank you for your commitment to increasing the minimum
wage.

With more than 1 in 3 workers earning less than a living wage,
it's necessary we give workers a raise. This is why the
Democratic Party has made a living wage their number one
priority for the 2019 legislative session.

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Angus McKelvey and Sean Quinlan. Therefore we ask that this
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living wage for all workers and then be subsequently voted on
and passed.

Thank you for your continued support for Hawaii's working
families.

From: Rep. Stacelynn K.M. Eli
Sent: Thursday, January 31, 2019 7:53 AM
To: eli1 - Sydney; eli2 - Ivan
Subject: Fwd: Submit testimony on HB 1191, Relating to the Minimum Wage

Sent from my iPhone

Begin forwarded message:

From: Michael Daniels <epttrykyxjsojfw@ujoin.co>
Date: January 31, 2019 at 4:58:21 AM HST
To: Stacelynn Eli <repele@Capitol.hawaii.gov>
Subject: Submit testimony on HB 1191, Relating to the Minimum Wage
Reply-To: mike@watergardenstheatres.com

From: mike@watergardenstheatres.com <Michael Daniels>

Message:

The proposed minimum wage increases will ultimately reduce number of employees, number of employee hours and/or raise costs for all consumers. It may also cause the closing of businesses which contribute to the quality of life of Hawaii. All of these impacts will have a net zero gain for people employed at minimum wage.

Aloha Chair Johanson, Vice Chair Eli and members of the Labor Committee,

I respectfully oppose HB 1191 and am very concerned with the current push to increase the minimum wage and the unintended consequences this will have on our business and other businesses like ours in Hawaii. We are proud of both our business and our employees. We recognize that our employees are a big part of what makes our business a success and do everything we can to retain them through both wages and benefits. With that said, we hope that when contemplating passing legislation raising the minimum wage, that you please consider the consequences it will have on businesses of all sizes.

If the minimum wage is increased, businesses will have to alter operations to stay afloat. It is a misconception that all increases in business costs can be passed on to the customer. That is simply not true. Businesses cannot afford more costs mandated through this legislation. Changes that companies would be forced to contemplate include decreases in the number of employees or number of hours an employee works, and cuts to benefits currently offered to employees.

Thank you for your time and consideration of my concerns.

Michael Daniels

Owner

KAILUA

Hawaii

LATE

HB-1191

Submitted on: 1/31/2019 7:58:16 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lucia You	Individual	Support	No

Comments:

LATE

HB-1191

Submitted on: 1/31/2019 9:18:33 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Neal Chantara	Individual	Oppose	No

Comments:

I am opposed to increasing the minimum wage. It is counterproductive for the workers. It hurts small businesses. It tips the balance for large businesses to put in automated devices that replace workers. Do not increase the minimum wage.

LATE

HB-1191

Submitted on: 1/31/2019 12:37:15 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Mary Smart	Individual	Oppose	No

Comments:

This will hurt entry level and part time workers.

Will this bill apply to interns that work in the legislature?