



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

830 PUNCHBOWL STREET, ROOM 321

HONOLULU, HAWAII 96813

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February 22, 2019

To: The Honorable Sylvia Luke, Chair,
The Honorable Ty J.K. Cullen, Vice Chair, and
Members of the House Committee on Finance

Date: Friday, February 22, 2019
Time: 12:30 p.m.
Place: Conference Room 308, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 96 H.D. 1 RELATING TO MINIMUM WAGE

I. OVERVIEW OF PROPOSED LEGISLATION

HB96HD1 amends Section 46-1.5, Hawaii Revised Statutes (HRS) "General powers and limitations of the counties." to add the power to enact and enforce a minimum wage rate pursuant to Chapter 387, Wage and Hour Law, HRS. The measure also amends Section 387-2, HRS, by requiring any county minimum wage rate to be higher than the State minimum wage.

DLIR offers comments on the measure.

II. CURRENT LAW

Section 387-2, HRS provides a minimum wage of \$10.10 per hour. Counties are currently not authorized to enact or enforce a different minimum wage.

III. COMMENTS ON THE HOUSE BILL

DLIR notes the measure does not address the issue of jurisdiction for the counties' minimum wage rate if higher than the State. Is the intent to have both the State and County to have dual jurisdiction over enforcement? If so, enforcement of the law would be more complicated.

If enacted as drafted, the proposal would create an additional burden upon the Wage Standards Division (WSD). DLIR notes that for the general functioning of the WSD that consideration of the request for an additional staff as identified in HB1186 would be appreciated as a method to bolster enforcement and restore capacity.



HB 96, HD 1, RELATING TO THE MINIMUM WAGE

FEBRUARY 22, 2019 · HOUSE FINANCE
COMMITTEE · CHAIR REP. SYLVIA LUKE

POSITION: Comments, with suggested amendments.

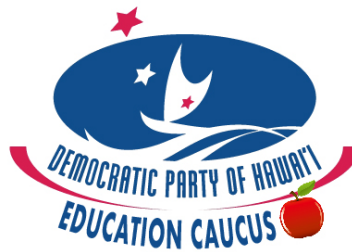
RATIONALE: IMUAlliance provides comments on HB 96, HD 1, relating to the minimum wage, which authorizes the counties to establish a minimum wage that is a higher wage than the state minimum wage under Chapter 387, Hawaii Revised Statutes.

We would support authorizing the counties to establish a minimum wage that is higher than the state minimum wage if and only if the state minimum wage is increased to at least \$17 per hour. 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.

That said, we suggest amending this measure to **phase in a minimum wage increase to \$17 over five years.** We must provide economic justice to working families. We should not wait for future county action or forego the legislative opportunity to help our islands' working poor, when we have the ability to uplift the financial well-being of our most vulnerable residents right now.



HOUSE BILL 96, HD 1, RELATING TO THE MINIMUM WAGE

FEBRUARY 22, 2019 · HOUSE FINANCE
COMMITTEE · CHAIR REP. SYLVIA LUKE

POSITION: Comments, with suggested amendments.

RATIONALE: The Democratic Party of Hawai'i Education Caucus provides comments in HB 96, HD 1, relating to the minimum wage, which authorizes the counties to establish a minimum wage that is a higher wage than the state minimum wage under Chapter 387, Hawaii Revised Statutes.

We would support authorizing the counties to establish a minimum wage that is higher than the state minimum wage **if and only if** the state minimum wage is increased to at least \$17 per hour. 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.

That said, **we suggest amending this measure to phase in a minimum wage increase to \$17 over five years**, with future minimum wage increases linked to the Honolulu region 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 urge you to revise this measure to eliminate 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 wait for future county action or forego the legislative opportunity to help our islands' working poor, when we have the ability to uplift the financial well-being of our most vulnerable residents right now.



Friday, February 22, 2019

House Bill 96 HD1
Testifying With Comments

Aloha, Chair Luke, Vice Chair Cullen, and Members of the Committee on Finance,

The Democratic Party of Hawai'i (The Party) **offers comments on HB96 Relating to the Minimum Wage**, which authorizes the counties to establish a minimum wage that is higher than the state minimum wage.

The Party appreciates the intent of this measure and agrees that the Counties should have independent authority to increase the minimum wage above that of the State should they find it necessary. However, this measure as a stand alone bill does nothing to raise the state minimum wage beyond its current \$10.10 an hour level.

Hawai'i ranks first among states in cost of living. And despite recent successes, it remains the leader of houseless residents per capita in the nation.

Although the state minimum wage increased again to \$10.10 per hour in the final step of a law passed by the Legislature in 2014, our friends and family continue nonetheless to struggle to meet their basic needs. Too many are one financial crisis away from bankruptcy. Or homelessness.

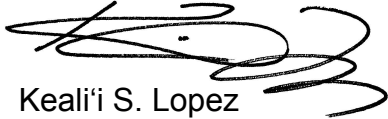
Despite messaging to the contrary, the minimum wage was not initially established to provide an "opening" or "training" wage for young or new workers. It was never intended as a starting wage for teenagers joining the workforce. In fact, in the wake of industrialization and the Great Depression, the 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 just over \$16 per hour. Though we don't yet have data from 2017 or 2018, we believe it is reasonable to expect this number to be even higher now. It is for this reason primarily that the Party 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."

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 are based on conjecture and are designed to 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.

Mahalo for the opportunity to offer these comments,



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



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the House Committee on Finance
Friday, February 22, 2019 at 12:30 P.M.
Conference Room 308, State Capitol**

RE: HB 96 HD 1, RELATING TO MINIMUM WAGE

Chair Luke, Vice Chair Cullen and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **does not support** HB 96 HD 1, which authorizes the counties to establish a minimum wage that is higher than the state minimum wage under Chapter 387, Hawaii Revised Statutes.

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.

Creating multiple minimum wage baselines throughout the State will only end up creating more difficulties and inconsistencies for small business owners. The Chamber has members who operate their businesses in multiple Counties. Should this bill be enacted these businesses could end up having to pay employees who hold the same position in the business different wages depending on the County in which they work.

We respectfully ask that this bill be held. Thank you for the opportunity to express our views and concerns.



1050 Bishop St. PMB 235 | Honolulu, HI 96813
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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*
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Stan Brown, Acosta Sales & Marketing, *Advisor*
Paul Kosasa, ABC Stores, *Advisor*
Barry Taniguchi, KTA Superstores, *Advisor*
Derek Kurisu, KTA Superstores, *Advisor*

TO:
Committee on Finance
Rep. Sylvia Luke, Chair
Rep. Ty J.K. Cullen, Vice Chair

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: February 22, 2019
TIME: 12:30pm
PLACE: Conference Room 308

RE: HB986 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.

Allowing the Counties to set their own minimum wages would have a range of unintended negative consequences. If some counties choose to have different minimum wages it would mean people doing the same job, even for the same company, in different counties could be earning different salaries. This is unfair for employees and creates a costly and complicated administrative burden for employers. Hawaii is consistently ranked as one of the worst states to do business, and has a substantial regulatory burden. Operating a multi-county business and having different labor practices and pricing in each county will make it impossible for some businesses to operate in our state, which will lead to job loss.

This measure would also create situations where the entire pay scale for each county could be drastically different. The legislature should not be taking action that will lead to further disparities between Counties in terms of prices, inflation, and cost of living. This is not the right way to support Hawaii employees, Hawaii businesses, or Hawaii's economy. We urge you to vote no on this measure.



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of Hawai'i Appleseed Center for Law and Economic Justice
Comments on HB 96 HD 1 – Relating to Minimum Wage
House Committee on Finance
Friday, February 22, 2019, 12:30 PM, conference room 308

Dear Chair Luke, Vice Chair Cullen, and members of the Committee:

Mahalo for this chance to submit comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

In Hawai'i, the cost of living is exceptionally high in our urban, suburban, and rural areas, and on all of our islands. That's because of our unique location in the middle of the ocean as well as the very limited amount of land that we can build housing on.

Currently, minimum wage workers in our state earn only \$21,000 a year for full-time work. No one can live on such a low income in any area of our state.

So, while we have no objection to counties being empowered to increase their minimum wages above the state level, it's crucial that the state minimum be at least \$17 an hour, which is the "self-sufficiency income standard" in 2019 for one person with no children, according to the Department of Business, Economic Development & Tourism.

Our state's minimum wage workers and their families can't wait for a raise. We request that our lawmakers raise the state wage floor to \$17 as a prerequisite to enabling the counties to raise their wages higher.

We appreciate your consideration of these comments.

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-96-HD-1

Submitted on: 2/20/2019 12:51:34 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Devin Wolery	PCG Enterprises LLC	Oppose	No

Comments:

I own a small business in hawaii for the last 11 years. Increasing my employee count over the years to a max of 7.

Over the last few years of increasing min wage. we have had to raise our prices and then still make less money. As the taxes we have to pay on the higher wages also eat at us as well.

Raising min wage does not make minimum wage workers any better off. them getting better education or trade school's will get them more money. If they have no skills they should not be guaranteed money. All this does is hurt small business more, and increase inflation.

i STRONGLY OPPOSE THIS BILL

HB-96-HD-1

Submitted on: 2/20/2019 4:41:29 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Younghi Overly	AAUW of Hawaii	Comments	No

Comments:

Dear Chair Luke, Vice-Chair Cullen, and members of the House Committee on Finance,

Thank you for this opportunity to submit a comment to HB96 HD1, which would allow counties in Hawaii to raise their minimum wage higher than the state's minimum.

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 hour^[1], which comes out to \$17 in 2019.

While it makes sense to give counties authority to raise their minimum wage to something higher, we first need to raise Hawaii's minimum wage to at least the living wage which is \$17 per hour first, and then also allow counties to raise their wages higher.

Thank you for your consideration.

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

HB-96-HD-1

Submitted on: 2/20/2019 11:05:34 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

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

Comments:

Aloha Chair Luke & Members of the Committee

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawaii's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of our comments.

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

February 22, 2019

To: Representative Sylvia Luke, Chair
Representative Ty Cullen, Vice Chair
House Committee on Finance

From: Laura Nevitt, Director of Public Policy
Hawaii Children's Action Network

Re: **H.B 96– Relating to Minimum Wage**
Hawaii State Capitol, Room 308, February 22, 12:30 PM

On behalf of Hawaii Children's Action Network (HCAN), we are writing to COMMENT on H.B. 96, which would authorize counties to establish a minimum wage that is a higher wage than the state minimum wage under Chapter 387, Hawaii Revised Statutes .

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

For these reasons, HCAN thanks you for taking our comments into consideration.

HCAN is committed to building a unified voice advocating for Hawaii's children by improving their safety, health, and education.

HB-96-HD-1

Submitted on: 2/20/2019 10:54:22 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

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

Comments:

I strongly support HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

HB-96-HD-1

Submitted on: 2/21/2019 7:36:35 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Gregory Friel	Individual	Oppose	No

Comments:

HB-96-HD-1

Submitted on: 2/20/2019 11:31:32 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Catherine Brooks	Individual	Support	Yes

Comments:

FIN-Jo

From: Mary Lu Kelley <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 3:41 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Mary Lu Kelley
Email: mkelley323@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Aloha and thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

FIN-Jo

From: sherrie emerson <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 2:51 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: sherrie emerson
Email: sherrie@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

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That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

FIN-Jo

From: Jonathan Boyne <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 2:50 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Jonathan Boyne
Email: boyne@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

FIN-Jo

From: Kathryn Braun <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 2:41 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Kathryn Braun
Email: kbrown2000@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

HB-96-HD-1

Submitted on: 2/21/2019 9:01:15 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Gary Hooser	Individual	Comments	No

Comments:

The County should only be given authority, **after the State increases the minimum wage for everyone, to a basic subsistence level of \$17** and locked into annual cost of living increases.

HB-96-HD-1

Submitted on: 2/20/2019 4:20:46 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Javier Mendez-Alvarez	Individual	Support	No

Comments:

HB-96-HD-1

Submitted on: 2/21/2019 9:25:06 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Harriet Burkholder	Individual	Support	No

Comments:

HB-96-HD-1

Submitted on: 2/21/2019 10:00:53 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Francine Roby	Individual	Comments	No

Comments:

There is part of this legislation that I do not think is wise, Sec. 2, 387-2 that allows counties to set and enforce minimum wage laws. Speaking from over 10 years as a compliance officer for federal Wage and Hour (Dept. of Labor), I saw how difficult it was just for entire states' to handle implementation and enforcement of minimum wages that differed from the federal minimum wage, so I do not think our Counties in the State of Hawaii have sufficient resources to implement and enforce different minimum wages across the state, within each County. Once there is a statewide minimum wage, individual employers have the latitude to use the market to set appropriate wages above that based on skills and demands of the labor market. This should be a State function, to set and enforce the minimum wage for the State. Without enforcement there is no guarantee employers will comply and employees will be protected. Mahalo.



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
February 22, 2019

TESTIMONY OF
COUNCIL CHAIR EMERITUS & VICE CHAIR RON MENOR
COUNCIL DISTRICT 9
CITY AND COUNTY OF HONOLULU

House Bill 96 HD1
RELATING TO MINIMUM WAGE

Chair Luke, Vice Chair Cullen and Members of the House Committee on Finance:

I am testifying in support of House Bill 96 HD1.

The City Council unanimously approved Council Resolution 19-1 on January 30, 2019 (see attached):

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.



RESOLUTION

REQUESTING THE LEGISLATURE OF THE STATE OF HAWAII TO MOVE FORWARD TO INCREASE THE STATE MINIMUM WAGE TO A LIVING WAGE.

WHEREAS, 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; and

WHEREAS, 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*; and

WHEREAS, 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, transport, health care, and other essentials in a modern society; and

WHEREAS, according to the *Living Wage Calculator for Honolulu County, Hawaii* (2017 Update), the 2017 living wage for an adult in "Honolulu County, Hawaii," was \$16.03 per hour, or \$33,342 annually, with the amount nearly doubling when adding a child to the household calculation; and

WHEREAS, the 2018 estimated living wage for an adult in "Honolulu County" was \$16.50 per hour, or \$34,320 annually, according to Hawaii's State Department of Business and Economic Development; and

WHEREAS, 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 a full-time minimum wage worker earns now and the amount a worker must earn to meet his or her basic needs; and

WHEREAS, 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; and

WHEREAS, the City Council finds that raising Hawaii's minimum wage to a living wage will assist families and individuals living in Hawaii to meet their basic needs and to achieve food security, housing stability, and greater financial independence; now, therefore,



CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 19-1

RESOLUTION

BE IT RESOLVED by the Council of the City and County of Honolulu that the Legislature of the State of Hawaii is requested to move forward with the enactment of legislation this coming Legislative session to increase the minimum wage to a living wage for the State of Hawaii; and

BE IT FINALLY RESOLVED that copies of this resolution be transmitted to the Governor, the Speaker of the House of Representatives, the President of the Senate, and the Director of the Department of Labor and Industrial Relations of the State of Hawaii.

INTRODUCED BY:

Ron Menor

DATE OF INTRODUCTION:

JAN 4 2019

Honolulu, Hawaii

Councilmembers

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII
CERTIFICATE

RESOLUTION 19-1

Introduced: 01/04/19 By: RON MENOR

Committee: PARKS, COMMUNITY
SERVICES AND
INTERGOVERNMENTAL
AFFAIRS

Title: RESOLUTION REQUESTING THE LEGISLATURE OF THE STATE OF HAWAII TO MOVE FORWARD TO INCREASE THE
STATE MINIMUM WAGE TO A LIVING WAGE.

Voting Legend: * = Aye w/Reservations

		CC-9 KOBAYASHI - RE-REFERRAL OF BILLS, RESOLUTIONS AND COMMUNICATIONS
01/22/19	PARKS, COMMUNITY SERVICES AND INTERGOVERNMENTAL AFFAIRS	CR-5 - RESOLUTION REPORTED OUT OF COMMITTEE FOR ADOPTION.
01/30/19	COUNCIL	CR-5 AND RESOLUTION 19-1 WERE ADOPTED. 8 AYES: ANDERSON, ELEFANTE, FUKUNAGA, KOBAYASHI, MANAHAN, MENOR, PINE, TSUNEYOSHI.

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on this RESOLUTION.



GLEN J. TAKAHASHI, CITY CLERK



ANN H. KOBAYASHI, INTERIM CHAIR AND PRESIDING OFFICER

House Committee on Labor and Public Employment

Testimony by: Carmen Hulu Lindsey

In Support of HB96

Thursday, February 21, 2019

To the honorable Chair Johanson, Vice Chair Eli, and Members of the Committee,

I am Trustee Carmen Hulu Lindsey from the Office of Hawaiian Affairs. I am testifying independently and not on behalf of the OHA Board of Trustees.

It is pretty obvious to anyone who does not willfully choose to be blind that too many ordinary rank and file workers in Hawaii are struggling to keep their heads above water. I fully support the call for a living wage for our friends, family members and neighbors who simply cannot get by on a full-time job at \$10.10 an hour—our current minimum wage. But as a trustee of the Office of Hawaiian Affairs I feel a particular obligation to speak for the nearly 5000 native Hawaiians who currently make up over 14 % of our state's minimum, or close to minimum wage workers. I see their struggle. More than 50 percent of native Hawaiians are burdened by having to direct a third or more of their income just to rent! A 2016 statewide poll revealed that above 70 percent of native Hawaiians live paycheck to paycheck. A third say they struggle to pay for food. This cannot continue.

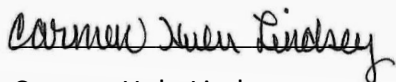
Our state Department of Business, Economic Development and Tourism (DBEDT) says that a living wage today should be \$17 an hour—and that's just for a single person with no children. Food, rent, essentials. No luxuries. I don't expect lawmakers to wave a magic wand and move the minimum wage up to \$17 immediately. But consider this: if the minimum wage in Hawaii were raised to \$17 by 2024, nearly 13,000 Native Hawaiians, or more than a third of Native Hawaiian workers, would see their lives improve. But making the minimum wage a living wage also delivers a benefit to those not on minimum wage now, whose wages will also go up. If you count those who would be indirectly affected, over 16,000 or close to 50 percent of Native Hawaiian workers would benefit. A living wage will help thousands climb out of poverty.

Some business groups have urged lawmakers to go slow. They fear the impact on their bottom line. I understand that. But as a businesswoman myself, I would ask them to remember that when you improve wages for those who do not make enough to pay for necessities for their family, you can depend on them to immediately spend the extra money on things they could not previously afford.

The extra money our workers will make if we enact a living wage will allow them to purchase, not just goods, but critical services, such as childcare. I've seen too many families who are unable to give the children the attention they need because they are trying to pull income from two, sometimes three, minimum wage jobs. They are overworked, and their health suffers. Kids, meanwhile, fend for themselves with very little supervision. Juvenile delinquency, poor performance at school and failure to graduate are the inevitable outcomes.

Making the minimum wage a true living wage addresses multiple socio-economic challenges. Women my age remember when "a minimum-wage job could support a family of three," as Senator Elizabeth Warren recently pointed out. But she also noted that "Today, a full-time minimum-wage job in America won't keep a mama and a baby out of poverty." It certainly does not keep the many kupuna who are still working at low level jobs out of poverty or allow them to feed their mo`opuna as well as they should. Kupuna who care for their grandchildren in the absence of their parents, do not see the minimum wage as a "training wage," a term that is being bandied around as an excuse to pay people less than they deserve. They are not "training" to climb the employment ladder. They are simply trying to earn a living. I ask lawmakers to do right by them and enact a living wage.

Respectfully submitted,

A handwritten signature in black ink that reads "Carmen Hulu Lindsey". The signature is written in a cursive style and is contained within a light gray rectangular box.

Carmen Hulu Lindsey

From: Shay Chan Hodges <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 4:43 PM
To: FINtestimony
Subject: In support of SB1248: Relating to Minimum Wage



To: House Committee on Finance

From: Shay Chan Hodges
Email: shay.chanhodges@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Lilinoe Smith <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 8:22 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Lilinoe Smith
Email: balihai7@hawaii.rr.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

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That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

finance1 - Sean

From: Benton Pang <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 8:36 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Benton Pang
Email: launahele@yahoo.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

Aloha Chair Luke and Members of the Finance Committee:

Mahalo for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

finance1 - Sean

From: Shane Sinenci <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 8:37 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Shane Sinenci
Email: ssinenci@yahoo.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

finance1 - Sean

From: William Loewenstein <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 8:41 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: William Loewenstein
Email: wfloewenstein@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

I am a member of the Democratic Party and thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Adrian Bontje <noreply@jotform.com>
Sent: Thursday, February 21, 2019 10:33 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Adrian Bontje
Email: abontje@hawaii.rr.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum. I strongly support this Bill. To me it is a no brainer. In terms of our democratic values, EQUALITY being numero uno, it is more than imperative to bring some decency to the basic required income level debate.

Mahalo. Adrian Bontje

From: Kilinahemalie Ling <noreply@jotform.com>
Sent: Thursday, February 21, 2019 10:29 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Kilinahemalie Ling
Email: lingk@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

Hi, my name is Kili Ling and I'm an undergraduate student at the University of Hawai'i at Manoa and I am for raising the minimum wage. At the end of the Fall semester I will have my Bachelors Degree in Cultural Anthropology.

I am 23 years old and I am independent. I have lived on my own in Hawai'i since I graduated high school in 2014, and since then I have paid my own way. My first semester of college I applied and got my first job at a student convenience store on-campus and I think I was being paid around \$7 an hour. I pay my own rent for my apartment, I pay for my food, I pay for my textbooks for class, and I pay all my bills, most of which include private loan repayments that I had to take out because federal loans and scholarships didn't cover all of my expenses for school. As a college senior who has paid her way through school with mostly federal and private loans, the looming thoughts of loan repayments are slowly approaching as my December graduation date creeps closer and closer. The job where I work pays me \$11.95 per hour, slightly higher than the current minimum wage rate in Hawai'i, which is \$10.10. Currently, I can barely afford paying for everything I need to pay for with my wage rate. I am going to school to get an education that will prepare me for a career in the future however I don't know what exactly I want to do with my degree just yet. With no set plan lined up after graduation and needing to leave my current job as a student assistant because I will no longer be a student, I will be entering the world in an entry-level or minimum wage paying job here in Hawai'i. By that time, my student loan repayments will be four times higher than what I am paying right now, and I am stressed that even with a college degree that there may be a possibility of not being able to make ends meet because my bills are greater than my income.

Aloha United Way found that 48% of families in Hawai'i struggle with incomes below a minimum survival budget. Nearly half of families in Hawaii are struggling because of their income. It's hard to sometimes conceptualize data and numbers and it's easy to become desensitized to statistics. When I read this figure I can't help but think about the countless amount of other people like me, students with astronomical loan debt, struggling to find work that will help with their repayments that got them through school, while at the same time also paying for basic living needs. Or the many others in Hawai'i who don't just take care of themselves but also have a family to support, working a minimum wage job, often

multiple jobs, struggling to do the bare minimum. Or the homes that are housing three plus generations because of how difficult it is to make ends meet on the current minimum wage rate.

Cities such as Seattle, Los Angeles, San Francisco, and Minneapolis are paving the way in providing living wages for workers. One argument against raising the minimum wage is that it leads to higher rates of unemployment, however a study from UC Berkeley showed no employment loss in six cities that had raised wages above \$10 by 2016 — Seattle, San Francisco, Chicago, Washington D.C., Oakland and San Jose. Instead there was an average weekly earnings for workers in the food service industry went up between 1.3% and 2.5% for every 10% increase in the minimum wage. During the four years of minimum wage increases in Hawai'i, the Bureau of Labor Statistics reported there was a 52% percentage drop in the unemployment rate.

Another argument against the minimum wage is that it hurts small businesses. This argument and its counterargument are both complex. Bigger businesses may be able to afford paying their employees more with a raise in the minimum wage while smaller businesses may find it more difficult to do so. Though a lot of owners of small businesses are optimistic about the change. In 2018, LendEDU conducted a study with 500 small business owners in Washington state, California, New York, and Washington D.C., and in this study they found 68% of those polled were supportive of the wage increase while 17% were not and 15% were undecided, and 42% believed the increase would have a positive impact while 28% believed it would impact their business negatively and 30% thought there would be no impact at all. Raising the minimum wage involves adjusting and adapting on the part of business owners which may manifest in changes that are bound to take place, such as raising prices of goods and services for customers. But higher wages are more often spent locally, thus also stimulating the economy. The point is, people working minimum wage jobs need to be paid enough to live.

The current minimum wage is a struggle wage, it's a wage that inhibits people from providing for the very basic of their needs. When people are working multiple jobs in order to feed and clothe themselves, find it difficult to pay their bills working full-time at a decent entry-level job, or are living in a home with several generations of family members because of the cost of living in Hawai'i is far higher than what they are being paid, a living wage need to be reevaluated. Raising the minimum wage in Hawai'i is not just necessary, it is vital. It is an issue of providing workers with basic and fundamental necessities to survive.

From: Deborah Kimball <noreply@jotform.com>
Sent: Thursday, February 21, 2019 9:24 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Deborah Kimball
Email: dkk@hawaiiintel.net

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

So though I'm retired, I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Sherri Mokofisi <noreply@jotform.com>
Sent: Thursday, February 21, 2019 9:20 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Sherri Mokofisi
Email: sherri.mokofisi.86@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: Yes

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

My name is Sherri Mokofisi and I am a fulltime student at the University of Hawaii- Manoa. I currently hold four important titles; mom, pre-nursing student, home health aide, and also a student assistant. Being a single mom of two, a full-time student, and also an employee for two separate companies can be overwhelming at times. I keep pushing myself to endure to the end because not only am I doing this for my future but most importantly for my kids future. I want to raise young women that will not roll over and die in a sight of struggle. I want to empower my daughters to grow up and go further than me. Their future depends on mine. With this raise in wages, I will be able to focus more on my school and I won't ever think twice about dropping out of school because I cannot make ends meet. With this raise, I won't have to depend so much on school loans and government assistance. With this raise, I will be more independent and self sufficient. With this raise, I won't have to tell my kid s, no, to put that toy back because we cannot afford it. With this raise, most importantly, I will be able to focus more on my kids. The future of Hawaii and the future of this country are our children! We have to Raise up Hawaii! Take action and create a better present and future for us all!

Mahalo for your consideration of my comments.

From: Trisha Takayama <noreply@jotform.com>
Sent: Thursday, February 21, 2019 9:13 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Trisha Takayama
Email: trishatakako.takayama@student.chaminade.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Emily Graham <noreply@jotform.com>
Sent: Thursday, February 21, 2019 8:57 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Emily Graham
Email: emilyeg@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

Aloha:

I am a college student in 2019 working part time at an elementary school getting paid \$15. But don't let the number fool you, I have been working at \$15 for 3 years now. I was doing the same job back in Seattle and receiving the same pay, but I am still not able to be independent. Let me explain what I mean by independent. When my mom was my age, she was going to Western Washington University, this university is very well known in Seattle and isn't cheap. My mom grew up poor and worked very hard to get to where she is, she worked since she was 16 supporting herself and herself only. My Mother supported herself throughout high school and college ending college with \$20 in her pocket. From the benefit of working since she was 16, she was able to afford the costs of most items, like a car, her tuition and books, rent, and leisure activities even though it wasn't a lot. Today she is an amazing school teacher, mother, and wife she has not only given me the childhood she never got but she has supported me through every mistake I've ever made and every accomplish I ever made. When I see her, I see the independence and strength she gained through all of that. I cannot support myself throughout college, I can't even support myself on a part time job at \$15 an hour. I don't get the independence my parents had, instead I get to borrow money from them because my paychecks at \$15 for two weeks is not more than \$350. For me to make enough money just for rent on my own at the rate of \$1,500 I would have to work full time and a second part time job just to make sure I have food. For college students now one semester for me at UH on the WUE program is \$8,886, for my mom at Western she paid \$5,000 for the whole year, with the tuition I'm paying my parents are giving out \$22,000 a year for what? It's not like I'm getting some world renown education. If you were a student like my mom that came from a family that didn't have the money to put their child through college, and so that meant you had to work a job and go to school and save money for the next five years do you think you could make enough money to cover that cost? But let's not forget your rent. Rent in Hawai'i I think most people will agree is too high. Similar to costs in San Diego and Seattle a one bedroom or studio is \$1,500 if you're lucky but let's not forget to pay for parking and laundry isn't free. The costs of living on your own adds up and the reality is our generation can't pay for it all with even just \$15 an hour. So, lets help not only me but the future generations to have the independence and strength that my mom got acquire. If we don't raise the minimum wage, we are not only hurting ourselves but our kids, our grandkids, our friends' kids, our moms, our uncles, anyone that isn't given that opportunity. We want the American dream, we want to be able to buy a house, afford our own car, be able to send our children to college DEBT FREE, but most of all we all just want a comfortable life. The generations before us had the chance to make something of themselves, let the new generations have that same chance.

Best regards,

Emily Graham

From: Eve Powers <noreply@jotform.com>
Sent: Thursday, February 21, 2019 8:38 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Eve Powers
Email: sacredearth70@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Steven Lee <noreply@jotform.com>
Sent: Thursday, February 21, 2019 8:33 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Steven Lee
Email: opusx100@hotmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Nathan Braulick <noreply@jotform.com>
Sent: Thursday, February 21, 2019 8:18 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Nathan Braulick
Email: braulick@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Jun Shin <noreply@jotform.com>
Sent: Thursday, February 21, 2019 3:58 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Jun Shin
Email: junshinbusiness729@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: Yes

Aloha Chair Luke, Vice Chair Cullen, Members of the House Committee on Finance,

My name is Jun Shin. I am a freshman at UH Manoa and an executive committee member of the Young Progressives Demanding Action, testifying as an individual on HB 96 HD1. Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

Counties should be able to raise their minimum wage rate higher than the state's rate, and support for a living wage was shown recently on the county level with the passage of Honolulu City Council Resolution 19-1. However, before this happens, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual 's basic needs in Hawai'i is \$17 in 2019. This increases when you recalculate and this time the single person is a single mom or dad with kids to take care of.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Roth Puahala <noreply@jotform.com>
Sent: Thursday, February 21, 2019 2:46 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Roth Puahala
Email: Rkpuahala@yahoo.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Tia Pearson <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 9:40 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Tia Pearson
Email: tia.pearson@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

Since housing, food and medical is so expensive here, most people I know either have to have more than 1 job or have welfare to help them. Having a livable wage would remove many from the welfare rolls as well as allow them to pay their bills from a one-source paycheck.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: William Collins <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 9:28 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: William Collins
Email: cableguy1@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

I am a member of the Democratic Party of Hawaii. Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Larry Smith <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 9:03 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Larry Smith
Email: larrysmith808@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Paula Alceseba <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 8:59 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Paula Alceseba
Email: paula33@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: autumn ness <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 8:50 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: autumn ness
Email: autumnness@yahoo.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Steven Canales <noreply@jotform.com>
Sent: Wednesday, February 20, 2019 8:46 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Steven Canales
Email: stevecanales@hotmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Nafisseh Soroudi <noreply@jotform.com>
Sent: Thursday, February 21, 2019 12:37 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Nafisseh Soroudi
Email: nafisseh@yahoo.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: Yes

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Dan Beaudry <noreply@jotform.com>
Sent: Thursday, February 21, 2019 12:09 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Dan Beaudry
Email: dobeaudry@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

It is absurd to consider that a high school student needs a living wage. There is no reason to put our small businesses through more hardships because some people want everyone to have a "living" wage. The only thing that this would do is force businesses to raise prices and that would mean that the raise would do absolutely nothing for those that received it but would put more of the middle class into the lower class. Please consider all aspects of what this could do to our already dwindling middle class.

Mahalo for your consideration of my comments.

From: Patrick McCoy <noreply@jotform.com>
Sent: Thursday, February 21, 2019 12:00 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Patrick McCoy
Email: mccoyp@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

I cannot support myself financially as a college student with the current minimum wage. Over this past summer, I worked and maxed out my hours at my minimum wage job. My boss told me I had actually come in too much. However, even though I came in and put in the time, I had to set aside more than half my paycheck to rent alone. The rest were barely spent on groceries, and nothing set aside for emergency situations. I lived paycheck to paycheck, hoping that my deposit would happen on time. If anything happened to the house, even a pipe being clogged, I would have to put money down to fix it, after already giving more than half my paycheck away.

Now that I am attending school, I dorm and commit more than half the day to being at school. There is absolutely no way I could afford to rent a place and go to school. I am a student, and my job is to focus on my schoolwork. I can't do that if all I'm focused on is living to the next paycheck.

Mahalo for your consideration of my comments.

From: Landon Li <noreply@jotform.com>
Sent: Thursday, February 21, 2019 11:48 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Landon Li
Email: landonli@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Malama Minn <noreply@jotform.com>
Sent: Thursday, February 21, 2019 11:22 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Malama Minn
Email: mminn811@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

FIN-Jo

From: Brooke Carlson <noreply@jotform.com>
Sent: Thursday, February 21, 2019 2:33 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Brooke Carlson
Email: brooke.carlson@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

LATE

**HEARING BEFORE THE HOUSE COMMITTEE ON FINANCE
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 308
FRIDAY, FEBRUARY 22, 2018 AT 12:30 P.M.**

To The Honorable Sylvia Luke, Chair;
The Honorable Ty J.K. Cullen, Vice Chair; and
Members of the Committee on Finance,

TESTIMONY IN OPPOSITION TO HB 96 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 96.

While the Maui Chamber of Commerce supports a living wage and helping employees to earn a living wage, we oppose the proposed bill to authorize the counties to establish a higher minimum wage rate than the state. Before any minimum wage increase is considered, we believe a study on the economic impact of the previous increase and further increases be completed. In addition, the passage of this bill would create unfair competition between the counties and would create pricing disparities for businesses that operate statewide given the potential for different labor costs in each county.

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

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.

LATE

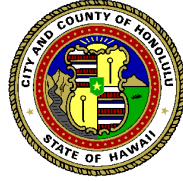
**OFFICE OF THE MAYOR
CITY AND COUNTY OF HONOLULU**

530 SOUTH KING STREET, ROOM 300 • HONOLULU, HAWAII 96813
PHONE: (808) 768-4141 • FAX: (808) 768-4242 • INTERNET: www.honolulu.gov

KIRK CALDWELL
MAYOR

ROY K. AMEMIYA, JR.
MANAGING DIRECTOR

GEORGETTE T. DEEMER
DEPUTY MANAGING DIRECTOR



February 21, 2019

The Honorable Sylvia J. Luke, Chair
The Honorable Ty J.K Cullen, Vice Chair
and Members of the Committee on Finance
The House of Representatives
State Capitol, Conference Room 308
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Luke, Vice-Chair Cullen, and Members of the Committee on Finance:

SUBJECT: H.B. No. 96 H.D. 1
Relating to Minimum Wage

H.B. No. 96, H.D. 1, proposes to authorize each county to establish a minimum wage that is a higher minimum wage than the State minimum wage established under Chapter 387, Hawaii Revised Statutes.

The City and County of Honolulu **supports the intent** of this measure.

Residents on the lower end of the pay spectrum in Hawaii are struggling to make ends meet and are often forced to work multiple jobs simply to pay for basic necessities. Furthermore, the middle class, the backbone of a thriving economy, is being squeezed out. According to the United States Department of Housing and Urban Development (HUD), as of 2018, low income for a single person in Honolulu is someone making up to \$65,350, and a person living on Oahu and making \$40,850 is considered "very low income". A family of four in Honolulu can now make up to \$93,300 and still be considered low income, while that same family with an annual income of \$58,300 is considered "very low income."¹

¹ "Report: In Honolulu, \$40K Salary Now Considered 'Very Low Income'; Hawaii News Now Report, April 23, 2018. <http://www.hawaiinewsnow.com/story/38019260/40000-salary-now-considered-very-low-income-in-honolulu-per-new-federal-guidelines/>

The Honorable Sylvia J. Luke, Chair
The Honorable Ty J.K Cullen, Vice Chair
and Members of the Committee on Finance
February 21, 2019
Page 2

While the minimum wage was just increased in January of 2018 to \$10.10 per hour, this still results in an individual working a full-time minimum wage job earning approximately \$21,000 per year before taxes – which is considered way below "very low income" according to the statistics released by HUD. That is why the City and County of Honolulu supports an increase in the minimum wage.

H.B. No. 96, H.D. 1 provides some flexibility to the counties to address and balance the financial needs of its residents and the concerns raised by businesses and the public sector depending on the economic conditions in each respective county. The City and County takes the position that we need to at least begin to move discussions forward on how to better improve the financial stability of our residents and local families, many of which are faced with the possibilities of leaving their island home and that H.B. No. 96, H.D. 1 begins these discussions. Accordingly, the City and County of Honolulu looks forward to further discussions on this matter as the measure moves through the legislative process.

Thank you for this opportunity to testify on H.B. 96, H.D. 1.



LATE

February 21, 2019

To: The Honorable Sylvia Luke, Chair
The Honorable Ty J.K. Cullen, Vice Chair
Members of the Committee on Finance
Date: Friday, February 22, 2019
Time: 12:30 pm
Place: State Capitol, Senate Conference Room 308
415 South Beretania Street

From: Wayne Hikiji, President
Envisions Entertainment & Productions, Inc.

RE: **H.B. 96 Relating to Minimum Wage**

TESTIMONY IN OPPOSITION TO H.B. 96

My name is Wayne Hikiji and I am the president of *Envisions Entertainment & Productions, Inc.* ("*Envisions*"), an event production company based in Kahului, Maui. We have been in business for 24 years and have 20 full-time employees who have been us between 14-22 years. We also employ approximately 20-25 part-time seasonal workers and contract between 115-120 independent contractors annually.

We strenuously oppose HB 96 which authorizes the counties to establish a minimum wage that is higher than the state minimum wage under Chapter 387, Hawaii Revised Statutes. Allowing the Counties to do so will have a lasting negative impact on countless small business like ours, forcing many of us to reduce employee hours, cut discretionary employee benefits, or even close our businesses.

Envisions has always paid its workers above the minimum wage to attract those with the aptitude, work ethic, and character traits we require. For Envisions and companies similarly situated, raising the minimum wage will result in wage compression. For example, those who have worked their way up from a starting hourly wage of \$12 to \$15 will resent the fact that a newly-hired, less experienced worker will earn the same wage they spent years to achieve. Unlike large corporations that can absorb a 47% increase (\$10.10 to \$15 an hour) over 6 years, we are not in a financial position to keep paying our seasoned workers more each year simply to compensate for a rising minimum wage.

And the notion that we can simply raise our prices each year to off-set this significant cost increase is neither tenable nor sustainable. Proponents of this Bill would have you believe that this added expense can be passed on to consumers by simply raising prices. The problem with this argument is that our services are non-essential. So our price increases can quickly reach a breaking point where our client will either scale back considerably, contract a competitor who doesn't have our overhead, or decide to do it themselves or worse yet, do without. In other words, it is demand-elastic, meaning if our prices keep going up, demand for our services will plummet.

36 Pa'a Street, Kahului, Hawaii 96732 * Office: (808) 874-1000 * Fax: (808) 879-0720
INFO@EnvisionsEntertainment.com


More globally, the idealistic idea that every job should support an entire household is implausible and unrealistic. A minimum wage was never meant to accomplish this, nor can it. Rather a minimum wage should provide motivation to unskilled workers to develop a skill set that warrants a desirable livable wage of his/her own making. In the meantime, if that unskilled worker needs to work two or three jobs until he/she develops the skills to advance his station in life, I believe that is a personal sacrifice worth making.

And, let's not forget the fact that most minimum wage earners as a family unit aren't poor. Most of those affected either live with family or are a secondary earner where the average family income far surpasses the poverty level this Bill tries to address.

Given the foregoing, I humbly ask that HB 96 be held.

Respectfully submitted,

ENVISIONS ENTERTAINMENT & PRODUCTIONS, INC.



Wayne Hikiji
Its President



**TESTIMONY OF TINA YAMAKI
PRESIDENT
RETAIL MERCHANTS OF HAWAII
February 22, 2019**

Re: HB 96 HD 1 RELATING TO MINIMUM WAGE

Good afternoon Chairperson Luke and members of the House Committee on Finance. 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 96 HD 1 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.

Raising the minimum wage and allowing the counties to set their own unlimited minimum wage increase above the state would be very detrimental to many businesses. 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.

LATE

From: Kathy Shimata <noreply@jotform.com>
Sent: Thursday, February 21, 2019 5:53 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Kathy Shimata
Email: kshimata@hawaiiantel.net

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year.

Mahalo for your consideration of my comments.

LATE

From: Joan Gannon <noreply@jotform.com>
Sent: Thursday, February 21, 2019 6:35 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Joan Gannon
Email: joankona@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Please vote for HB96 HD1 this will help our poorest workers and our over all economy.

Mahalo for your consideration of my comments.

LATE

From: Noel Kent <noreply@jotform.com>
Sent: Thursday, February 21, 2019 3:18 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Noel Kent
Email: noelk@hawaii.edu

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

The income needed to meet a person's living expenses is about \$17 an hour which means the state minimum is woefully short. Bringing the county/state minimum wage up to an existential minimum shows that we in Hawai'i recognize the difficulties living in a low wage/high cost economy impose upon our citizens. This society must serve our struggling workers, not just our billionaires, or we are lost. Noel

Mahalo for your consideration of my comments.

From: Joseph Kohn MD <noreply@jotform.com>
Sent: Friday, February 22, 2019 12:37 AM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Joseph Kohn MD
Email: unsubscribe@WeAreOne.cc

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

From: Patricia Wistinghausen <noreply@jotform.com>
Sent: Thursday, February 21, 2019 10:27 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Patricia Wistinghausen
Email: pwistinghausen@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

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That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LATE

From: Justin Wistinghausen <noreply@jotform.com>
Sent: Thursday, February 21, 2019 10:26 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

To: House Committee on Finance

From: Justin Wistinghausen
Email: justinmw316@gmail.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.



P.O. Box 253, Kunia, Hawai'i 96759
Phone: (808) 848-2074; Fax: (808) 848-1921
e-mail info@hfbf.org; www.hfbf.org



February 22, 2019

HEARING BEFORE THE
HOUSE COMMITTEE ON FINANCE

TESTIMONY ON HB 96, HD1
RELATING TO MINIMUM WAGE

Room 308
12:30 PM

Aloha Chair Luke, Vice Chair Cullen, and Members of the Committee:

I am Brian Miyamoto, Executive Director of the Hawaii Farm Bureau (HFB). Organized since 1948, the HFB is comprised of 1,900 farm family members statewide, and serves as Hawaii's voice of agriculture to protect, advocate and advance the social, economic and educational interest of our diverse agricultural community.

Hawaii Farm Bureau **opposes HB 96, HD1**, which authorizes each county to establish minimum wage higher than the state minimum wage.

Hawaii Farm Bureau Policy states:

"State tax and monetary policies should be designed to encourage private initiative to help stabilize farm economics in the State of Hawaii, to promote employment and economic growth and to distribute the tax burden equitably. Further such policy should be used by the state, when appropriate, to encourage agricultural growth and expansion."

Hawaii's minimum wage is above Federal standards. In addition, the actual compensation to the worker includes many benefits, easily multiplying the actual monetary wage.

Rural areas, where our farms and ranches are located, face significant challenges due to their distance from population centers. Distance to markets, input transportation costs, access to labor are the many issues facing our members. Disparity in expenses due to geographic location is already an issue. This measure will exacerbate this matter.

HFB respectfully requests your strong opposition of this measure understanding the severe impact it will have on rural Hawaii.

Thank you for this opportunity to provide comment on this important subject.

HB-96-HD-1

Submitted on: 2/22/2019 12:38:59 AM

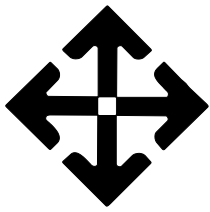
Testimony for FIN on 2/22/2019 12:30:00 PM

LATE

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

Comments:

[HB 96](#) would enable counties to raise their minimum wage higher than the state's minimum. While it makes sense to give the counties this authority, our minimum wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.



The Hawaii Business League

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

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

February 22, 2019

LATE

Testimony To: House Committee on Finance
Representative Sylvia Luke, Chair

Presented By: Tim Lyons
President

Subject: H.B. 96, HD 1 - RELATING TO MINIMUM WAGE.

Chair Luke and Members of the Committee:

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

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.

We find that the turmoil that could be created by having differing minimum wage rates, county to county, could be a nightmare. It could easily get out of hand with one county trying to "out-do" the other with a higher minimum wage in an attempt to attract workers. Businesses in the service area who do business on multiple islands would have a difficult time getting workers to do work on the "lower pay" islands. In short, this is a bad idea.

We urge the defeat of this bill.

Thank you.

From: Janine Wiehl <noreply@jotform.com>
Sent: Friday, February 22, 2019 12:25 PM
To: FINtestimony
Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage



To: House Committee on Finance

From: Janine Wiehl
Email: jawiehl@msn.com

Hearing date: Friday, February 22, 2019, 12:30 p.m.
Hearing location: Conference room 308

Subject: Comments on HB 96 HD1 -- Relating to Minimum Wage

Will be attending hearing: No

To Chair Luke and Members of the Finance Committee:

Thank you for the opportunity to provide comments on HB 96 HD1, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

As a State worker, it has taken me 16 years to get to a \$17 an hour level. I urge you to increase the amount for all levels of DOE office workers to reflect the increase across the board which must be implemented to make families be able to spend time together instead of having to work two or three jobs to make ends meet (even then they still don't meet).

Mahalo for your consideration of my comments.