

JAN 22 2021

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# A BILL FOR AN ACT

RELATING TO MINIMUM WAGE.

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

1       SECTION 1. Section 387-2, Hawaii Revised Statutes, is  
2 amended to read as follows:

3       "**§387-2 Minimum wages.** (a) Except as provided in section  
4 387-9 and this section, every employer shall pay to each  
5 employee employed by the employer, wages at the rate of not less  
6 than:

- 7       (1) \$6.25 per hour beginning January 1, 2003;  
8       (2) \$6.75 per hour beginning January 1, 2006;  
9       (3) \$7.25 per hour beginning January 1, 2007;  
10       (4) \$7.75 per hour beginning January 1, 2015;  
11       (5) \$8.50 per hour beginning January 1, 2016;  
12       (6) \$9.25 per hour beginning January 1, 2017; ~~[and]~~  
13       (7) \$10.10 per hour beginning January 1, 2018~~[-]~~; and  
14       (8) \$11.00 per hour beginning January 1, 2022.

15       (b) ~~[The hourly wage of a tipped employee may be deemed to~~  
16 ~~be increased on account of tips if the employee is paid not less~~  
17 ~~than-~~



1       ~~(1) 25 cents;~~  
2       ~~(2) 50 cents per hour beginning January 1, 2015; and~~  
3       ~~(3) 75 cents per hour beginning January 1, 2016;~~  
4       ~~below the applicable minimum wage by the employee's employer and~~  
5       ~~the combined amount the employee receives from the employee's~~  
6       ~~employer and in tips is at least 50 cents more than the~~  
7       ~~applicable minimum wage; provided that beginning January 1,~~  
8       ~~2015, the combined amount the employee receives from the~~  
9       ~~employee's employer and in tips is at least \$7.00 more than the~~  
10       ~~applicable minimum wage.]~~ On September 30, 2022, and on  
11       September 30 of each year thereafter, the department shall  
12       calculate an adjusted minimum wage rate. The adjusted minimum  
13       wage rate shall be calculated to the nearest five cents using  
14       the Honolulu region consumer price index for urban wage earners  
15       and clerical workers (CPI-W) or a successor index, for the  
16       twelve months prior to September 1 of each year as calculated by  
17       the United States Department of Labor; provided that if in any  
18       year the adjustment based on the Honolulu region CPI-W would  
19       result in a lower minimum wage rate, the minimum wage rate shall  
20       not be decreased and the adjusted minimum wage rate shall remain  
21       at the most recently established minimum wage rate. Each



1 adjusted minimum wage rate calculated under this subsection  
2 shall take effect on the following January 1."

3 SECTION 2. Statutory material to be repealed is bracketed  
4 and stricken. New statutory material is underscored.

5 SECTION 3. This Act shall take effect upon its approval.

6

INTRODUCED BY: Karl Rhoads



# S.B. NO. 285

**Report Title:**

Minimum Wage; Tipped Employees; Adjusted Minimum Wage Rate

**Description:**

Increases the minimum wage to \$11.00 per hour in 2022. Repeals language allowing the hourly wage of a tipped employee to be increased to account for tips. Requires the department of labor and industrial relations to annually calculate the adjusted minimum wage rate to the nearest five cents using the Honolulu region CPI-W.

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