

DISABILITY AND COMMUNICATION ACCESS BOARD

1010 Richards Street, Room 118 • Honolulu, Hawaii 96813
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March 18, 2021

TESTIMONY TO THE HOUSE COMMITTEE ON LABOR & TOURISM

Senate Bill 793, SD1 – Relating to the Minimum Wage

The Disability and Communication Access Board (DCAB) supports Senate Bill 793, SD1, relating to the Minimum Wage, which repeals the exemption of persons with disabilities from minimum wage requirements.

Sub-minimum wage laws for workers with disabilities are pre-Civil Rights era laws intended to serve as a vehicle to full gainful employment. Given that no person in Hawaii is currently paid a sub-minimum wage, DCAB supports Senate Bill 793, SD1, because such laws no longer serve the purpose for which they were originally enacted. It is time for this practice to come to an end.

We urge passage of this bill. Thank you for this opportunity to offer testimony.

Respectfully submitted,

KIRBY L. SHAW
Executive Director

DAVID Y. IGE
GOVERNOR OF HAWAII



ELIZABETH A. CHAR, M.D.
DIRECTOR OF HEALTH

STATE OF HAWAII
STATE COUNCIL
ON DEVELOPMENTAL DISABILITIES
PRINCESS VICTORIA KAMĀMALU BUILDING
1010 RICHARDS STREET, Room 122
HONOLULU, HAWAII 96813
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543
March 18, 2021

The Honorable Representative Richard H.K. Onishi, Chair
The Honorable Representative Jackson D. Sayama, Vice Chair
House Committee on Labor & Tourism
The Thirty-First Legislature
State Capitol
State of Hawai'i
Honolulu, Hawai'i 96813

Dear Representative Onishi, Representative Sayama and Members of the Committee:

SUBJECT: SB 793 SD1 Relating to Minimum Wage

The Hawaii State Council on Developmental Disabilities **STRONGLY SUPPORTS SB 793 SD 1**, which repeals the exemption of persons with disabilities from minimum wage requirements.

Under the law, being "disabled" or "handicapped" allows an individual to be considered exempt from minimum wage within the State of Hawaii. The Council finds 14(c) certificate and sub-minimum wage use to be discriminatory against those with disabilities. The subminimum-wage law for workers with disabilities was enacted as part of the Fair Labor Standards Act (FLSA) in 1938, before the civil rights era. This Depression-era law was supposed to act as a steppingstone to full gainful employment. The sub-minimum wage was never intended to act as a safety net for individuals considered unable to work a minimum wage job. The Council finds sub-minimum wage as an employment tool to be archaic and a clear violation of individuals with disabilities' civil rights.

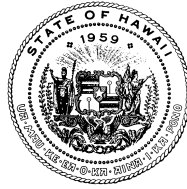
Under the Fair Labor Standards Act of 1937, Section 14(a) and (b) makes people eligible for below-minimum wages because they perform a particular job (messengers) or are at a particular stage in their careers (learners, apprentices, students). By contrast, Section 14(c) denies people the right to earn a minimum wage for potentially any job and at any point in their career, based solely on their own disability status—a status that can be lifelong.

The Council respectfully requests the removal of lines 4-10 on page 4 to clearly show the purpose and intent of this bill to end sub-minimum wage for individuals based solely on their own disability by removing the 14c requirement it violates the civil rights of individuals with disabilities.

Thank you for the opportunity to submit testimony **strongly supporting SB 793 SD1**.

Sincerely,

Daintry Bartoldus
Executive Administrator



STATE OF HAWAII
DEPARTMENT OF HEALTH
P. O. Box 3378
Honolulu, HI 96801-3378
doh.testimony@doh.hawaii.gov

**Testimony in SUPPORT of SB793 SD1
RELATING TO MINIMUM WAGE.**

REPRESENTATIVE RICHARD H.K. ONISHI, CHAIR
HOUSE COMMITTEE ON LABOR & TOURISM

REPRESENTATIVE JACKSON D. SAYAMA, VICE CHAIR
HOUSE COMMITTEE ON LABOR & TOURISM

Hearing Date: MARCH 18, 2021

Room Number: VIA
TELECONFERENCE

1 **Department Position:** The Department of Health (Department) **SUPPORTS** this Measure.

2 **Department Testimony:** The subject matter of this measure falls within the scope of the
3 Department's Behavioral Health Administration (BHA) whose statutory mandate is to assure a
4 comprehensive statewide behavioral health care system by leveraging and coordinating public,
5 private and community resources. Through the BHA, the Department is committed to carrying
6 out this mandate by reducing silos, ensuring behavioral health care is readily accessible, and
7 person centered. The BHA's Developmental Disabilities Division (DDD) provides the following
8 testimony on behalf of the Department.

9 Under current law, being "disabled" or "handicapped" allows an individual to be considered
10 exempt from minimum wage within the State of Hawaii. Sub-minimum wage for persons with
11 disabilities began as a transitional tool to employ individuals with disabilities. This practice
12 began in the 1930s and was supposed to act as a stepping stone to full gainful employment. Sub-
13 minimum wage was never intended to act as a safety net for individuals considered unable to
14 work a minimum wage job. DDD finds sub-minimum wage as an employment tool to be archaic
15 and a detriment for individuals with disabilities to having the same rights as everyone else in

1 society. DDD is aware that there are non-profit agencies that currently hold 14c certificates.
2 However, these agencies only do so because they are required under the procurement code to be
3 considered a “Qualified Community Rehabilitation Program” (QCRP). The contracts that are
4 given to QCRPs do not require the payment of sub-minimum wage.

5 New best practices of employment supports are customized and supported employment.
6 Individuals with disabilities have the right to have opportunities to seek employment in
7 integrated settings and to be paid competitive wages. The intent of employment supports is to
8 maximize the individual’s skills, talents, abilities and interests to gain access to and maintain
9 employment in the community, to advance in desired fields and to explore new employment
10 options. Employment supports are provided in collaboration with Employment Specialists who
11 have specialized training and the knowledge and competency to facilitate the coordination and
12 delivery of customized and supported employment.

13 In a proclamation, recognizing October as National Disability Employment Awareness Month,
14 Governor David Ige proclaimed Hawaii as an Employment First State. As an Employment First
15 State, it is essential to provide equal rights and opportunities to individuals with disabilities to
16 have access to competitive integrated employment.

17 Thank you for the opportunity to testify.

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DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
www.labor.hawaii.gov

ANNE PERREIRA-
EUSTAQUIO
DIRECTOR

JOANN A. VIDINHAR
DEPUTY

March 18, 2021

To: The Honorable Richard H.K. Onishi, Chair,
The Honorable Jackson D. Sayama, Vice Chair, and
Members of the House Committee on Labor & Tourism

Date: Thursday, March 18, 2021

Time: 9:00 a.m.

Place: Via Videoconference, Conference Room 312, State Capitol

From: Anne Eustaquio, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. No. 793 S.D.1 RELATING TO THE MINIMUM WAGE

I. OVERVIEW OF PROPOSED LEGISLATION

This measure repeals the exemption of persons with disabilities from minimum wage requirements in Chapter 387, Hawaii Revised Statutes (HRS), Wage and Hour Law as well as in Chapter 103D, HRS, Hawaii Public Procurement Code.

The department offers comments on the proposal.

II. CURRENT LAW

§387-9 Special minimum wages for learners; apprentices; full-time students; paroled wards of Hawaii youth correctional facility; handicapped workers allows the Director to issue special certificates for certain individuals to be paid at less than the minimum wage rate. §387-9(2) includes, "...individuals whose earning capacity is impaired by old age or physical or mental deficiency or injury,".

§12-20, Hawaii Administrative Rules (HAR), Subchapter 3 Employment of Handicapped Clients in Sheltered Workshops, and Subchapter 5 Employment of Handicapped Persons, permits the Director to issue special certificates for a period of time designated by the Director.

III. COMMENTS ON THE SENATE BILL

Currently there are five sheltered workshops with active special certificates permitting the payment of subminimum wages. All five are paying their employees at least the statutory minimum wage required under section 387-2, HRS.

Normally, a special certificate would not be required for these organizations since they pay at least the minimum wage.

Although these organizations pay all employees at least the statutory minimum wage of \$10.10 per hour, section 103D-1001, HRS, requires each of them to obtain a special minimum wage certificate from the DLIR for the entity to meet the definition of a "qualified community rehabilitation program", and be eligible to provide goods or services to public agencies. This measure removes the need for a special certification of a qualified community rehabilitation program by the Director.

SB-793-SD-1

Submitted on: 3/15/2021 5:29:08 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Louis Erteschik	Hawaii Disability Rights Center	Support	No

Comments:

A few years ago when this issue was being considered we expressed some concerns. In the intervening time, those concerns have been adequately addressed. Our understanding is that either literally nobody or virtually nobody in the state is being paid a sub-minimum wage.

In light of that, it makes good sense to repeal it. It has become more and more a vestige of an older era and has ceased to serve the purpose for which it was originally created. The trend nationally is to generally eliminate it or at least phase this out in states where it may be more common. Given its lack of utilization anyway ,it would be a good opportunity for Hawaii to showcase a leadership role on the issue.



PROTECTING HAWAII'S OHANA, CHILDREN, UNDER SERVED, ELDERLY AND DISABLED

March 18, 2021

TO: Representative Richard H.K. Onishi, Chair
Representative Jackson D. Sayama, Vice Chair
Members of the House Committee on Labor & Tourism

FROM: Christy MacPherson, Director, PHOCUSED

SUBJECT: Testimony: Relating to the Minimum Wage

Hearing: March 18, 2021 at 9:00 am
Via videoconference

Chair Onishi, Vice Chair Sayama, and Members of the Committee on Labor & Tourism,

Thank you for the opportunity to provide testimony in strong **support** of SB793, SD1 with amendments.

PHOCUSED is a nonpartisan project of Hawai'i Appleseed Center for Law and Economic Justice and comprises health and human service organizations and the people they serve across the State of Hawai'i. We have been collaborating on advocacy with members of the disabled community, particularly focused on employment opportunities and self-sufficiency issues.

We believe that every worker in Hawai'i should be paid equally for equal work. Removing the sub-minimum wage certificate requirement needed in order to meet the definition of a QCRP is clearly the right thing to do in ensuring that employers are not in violation of the rights of persons with disabilities.

PHOCUSED recommends the following amendment:

- Remove lines 4-10 on page 4 since they are not necessary and would make the bill cleaner if removed.

Thank you for the opportunity to submit testimony on SB793, SD1.

PHOCUSED IS A PROJECT OF HAWAII APPLESEED

733 BISHOP STREET, SUITE 1180 • HONOLULU, HI 96813 • (808) 587-7605 • PHOCUSED.ORG



INTERNATIONAL LONGSHORE & WAREHOUSE UNION

LOCAL OFFICE • 451 ATKINSON DRIVE • HONOLULU, HAWAII 96814 • PHONE 949-4161

HAWAII DIVISION: 100 West Lanikaula Street, Hilo, Hawaii 96720 • **OAHU DIVISION:** 451 Atkinson Drive, Honolulu, Hawaii 96814
MAUI COUNTY DIVISION: 896 Lower Main Street, Wailuku, Hawaii 96793 • **KAUAI DIVISION:** 4154 Hardy Street, Lihue, Hawaii 96766
HAWAII LONGSHORE DIVISION: 451 Atkinson Drive, Honolulu, Hawaii 96814

LOCAL 142

The Thirty-First Legislature
Regular Session of 2021

THE HOUSE

Committee on Labor & Tourism

Rep. Richard H.K. Onishi, Chair

Rep. Jackson D. Sayama, Vice Chair

State Capitol, Conference Room 312

Thursday, March 18, 2021; 9:00 a.m.

STATEMENT OF THE ILWU LOCAL 142 ON S.B. 793, S.D.1 RELATING TO THE MINIMUM WAGE

The ILWU Local 142 **supports** S.B. 793, S.D.1, which repeals the exemption of persons with disabilities from minimum wage requirements.

We believe everyone should earn the same minimum wage and no one should be discriminated against – period. This bill is long overdue, and we appreciate it being scheduled. We strongly recommend passage of S.B. 793, S.D.1 so all workers are treated equally and fairly.

Thank you for the opportunity to testify.

SB-793-SD-1

Submitted on: 3/16/2021 6:48:19 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Gilmore R. Guirao	National Federation of the Blind	Support	No

Comments:

Good evening, my name is Gilmore R. Guirao, and I would like to express my support for the passing of SB 793.

As a member of the National Federation of the Blind, I regularly meet with blind or visually impaired people, like myself, who face challenges in addition to what others do, including struggling to earn a living. I have been fortunate to secure several jobs in my life, and have found each of them beneficial in helping me make the most of my life in spite of my impairment. As a result, I support the idea of disabled persons earning wages equal to non-disabled persons for doing the same work. Failure to provide the disabled with an equal opportunity for self support only increases the challenges we face from a condition we suffer from through no fault of our own. Also, it will motivate disabled people to seek employment, contribute to the economy and their communities, and fill them with a sense of belonging and self-worth. Such goals are central to the mission statement of the National Federation of the Blind: "Live the life you want."



Corey Rosenlee
President
Osa Tui Jr.
Vice President
Logan Okita
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR & TOURISM
RE: SB 793, SD1 – RELATING TO THE MINIMUM WAGE

THURSDAY, MARCH 18, 2021

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Onishi and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 793, SD1**, relating to the minimum wage. This bill repeals the exemption of persons with disabilities from minimum wage requirements. Takes effect on 1/1/2022.

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

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

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



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

Corey Rosenlee
President

Osa Tui Jr.
Vice President

Logan Okita
Secretary-Treasurer

Wilbert Holck
Executive Director

We believe that lawmakers have a moral responsibility to eliminate the subminimum wage for all workers, regardless of disability, so that everyone is treated equally under the law. Minimum wages are low enough, and problematic to begin with, thus allowing anyone to be paid subminimum wage is even worse.

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

Brandon G. Young

980 Maunawili Rd.

Kailua, HI 96734

Phone: (808) 351-6676

Email: young.brandon4@gmail.com

31st Session of the State Legislature of the State of Hawaii

House Committee on Labor and Tourism (LaT)

Testimony in support for SB 793 SD 1 on Thursday, March 18, 2021

March 16, 2021

Dear Chair and Vice-Chair,

My name is Brandon Young, and I am submitting testimony on behalf of the National Federation of the Blind of Hawaii. Our organization is in support of SB 793 SD 1. We believe that it is time to end the practice of paying people with disabilities in Hawaii less than the minimum wage.

If this bill were to be passed, it would put into place the mechanisms to end the practice of paying people with disabilities in Hawaii sub minimum wages. This practice started in our country with the passage of Section 14C of the Fair Labor Standards Act (FLSA). This law was put into place in 1938. At this time, many people with disabilities did not have proper training or possibilities for proper employment. The intent of this law was to create employment opportunities for people with disabilities at the time. All of the organizations that cater to people with disabilities believe that the time of paying people with disabilities in Hawaii should be a part of the past. There is just one thing that needs to happen in order for this long-standing practice to end in our state. That is for the law to be changed so that Community Rehabilitation Programs (CRP), can do business with the State of Hawaii without holding these Section 14C certificates. We would like the law to change so that these organizations can pay their clients a minimum wage. We urge your support in this issue and would like your committee to pass this bill forward.

We thank you and your committee for taking the time to consider this issue and our testimony on the matter. I look forward testifying virtually on Thursday morning. This issue is very important to our organization and would help the blind of Hawaii to find greater opportunities for employment in the community.



SB 793, SD 1, RELATING TO THE MINIMUM WAGE

MARCH 18, 2021 · HOUSE LABOR AND TOURISM
COMMITTEE · CHAIR REP. RICHARD H. K. ONISHI

POSITION: Support.

RATIONALE: Imua Alliance supports SB 793, SD 1, relating to the minimum wage, which repeals the exemption of persons with disabilities from minimum wage requirements.

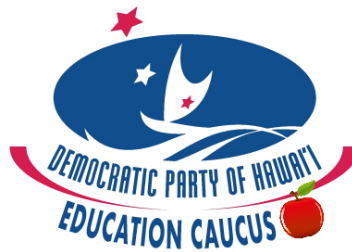
A living wage is a human right. According to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$35,143 to achieve self-sufficiency in Hawai'i in 2018, while a single parent with one child required \$59,428. Adjusted for inflation, DBEDT's reporting shows that in 2020, a single minimum wage worker must earn at least \$17.63 to survive on our shores, a number that rises to \$18.22 for Honolulu. At our current statewide minimum wage rate of \$10.10 per hour, however, a full-time minimum-wage employee earns only \$21,008 annually, \$15,000 less than what's needed to meet her basic needs. If our cost of living returns to standard pre-COVID inflation of roughly 3 percent per year, then the minimum wage needed for a single individual to survive in Hawai'i in 2024 could be \$19.85/hour or \$41,288/year.

It is unconscionable, then, that state and federal laws include a loophole allowing disabled individuals to be paid less than the minimum wage. Current labor laws unjustly prohibit workers with disabilities from reaching their full vocational and socioeconomic potential. Written in 1938, Section 14(c) of the Fair Labor Standards Act (FLSA) discriminates against people with disabilities by empowering the Secretary of Labor to grant Special Wage Certificates to employers, permitting them to pay disabled workers less than the federal minimum wage. This provision, mirrored in

Hawai'i Revised Statutes §387-9, is based on the immoral assumption that disabled employees are less productive than their able-bodied coworkers. Successful employment models have emerged in the last seventy-five years to assist people with significant disabilities in acquiring the job skills needed for competitive work, giving lie to the theoretical framework for paying disabled employees a subminimum wage.

The subminimum wage model is an affront to the economic contributions of disabled workers. Data shows that less than 5 percent of the 400,000 workers with disabilities in segregated subminimum wage workshops will transition into competitive integrated work. Moreover, research shows that the subminimum wage model costs more, while promoting less productivity. In fact, workers paid a subminimum wage often must unlearn the habits they acquire in such workshops in order to obtain and carry out meaningful employment, which they repeatedly prove able to do. It is poor policy to reward failed programs with wage exemptions. After more than seven decades of the abhorrent subminimum wage practice, it is time to invest in proven, effective job models for disabled workers—such as “supported” or “customized” employment—that successfully advance positive, competitive, and integrated employment outcomes for individuals once deemed to be unemployable. Disabled workers deserve to be paid what they've earned, not discriminated against and cast into financial hardship.

Kris Coffield · Executive Director, Imua Alliance · (808) 679-7454 · kris@imuaalliance.org



SENATE BILL 793, SD 1, RELATING TO THE MINIMUM WAGE

MARCH 18, 2021 · HOUSE LABOR AND TOURISM
COMMITTEE · CHAIR REP. RICHARD H.K. ONISHI

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 793, SD 1, relating to the minimum wage, which repeals the exemption of persons with disabilities from minimum wage requirements.

A living wage is a human right. According to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$35,143 to achieve self-sufficiency in Hawai'i in 2018, while a single parent with one child required \$59,428. Adjusted for inflation, DBEDT's reporting shows that in 2020, a single minimum wage worker must earn at least \$17.63 to survive on our shores, a number that rises to \$18.22 for Honolulu. At our current statewide minimum wage rate of \$10.10 per hour, however, a full-time minimum-wage employee earns only \$21,008 annually, \$15,000 less than what's needed to meet her basic needs. If our cost of living returns to standard pre-COVID inflation of roughly 3 percent per year, then the minimum wage needed for a single individual to survive in Hawai'i in 2024 could be \$19.85/hour or \$41,288/year.

It is unconscionable, then, that state and federal laws include a loophole allowing disabled individuals to be paid less than the minimum wage. Current labor laws unjustly prohibit workers with disabilities from reaching their full vocational and socioeconomic potential. Written in 1938,

Section 14(c) of the Fair Labor Standards Act (FLSA) discriminates against people with disabilities by empowering the Secretary of Labor to grant Special Wage Certificates to employers, permitting them to pay disabled workers less than the federal minimum wage. This provision, mirrored in Hawai'i Revised Statutes §387-9, is based on the immoral assumption that disabled employees are less productive than their able-bodied coworkers. Successful employment models have emerged in the last seventy-five years to assist people with significant disabilities in acquiring the job skills needed for competitive work, giving lie to the theoretical framework for paying disabled employees a subminimum wage.

The subminimum wage model is an affront to the economic contributions of disabled workers. Data shows that less than 5 percent of the 400,000 workers with disabilities in segregated subminimum wage workshops will transition into competitive integrated work. Moreover, research shows that the subminimum wage model costs more, while promoting less productivity. In fact, workers paid a subminimum wage often must unlearn the habits they acquire in such workshops in order to obtain and carry out meaningful employment, which they repeatedly prove able to do. It is poor policy to reward failed programs with wage exemptions. After more than seven decades of the abhorrent subminimum wage practice, it is time to invest in proven, effective job models for disabled workers—such as “supported” or “customized” employment—that successfully advance positive, competitive, and integrated employment outcomes for individuals once deemed to be unemployable. Disabled workers deserve to be paid what they've earned, not discriminated against and cast into financial hardship.

Kris Coffield · Chairperson, Democratic Party of Hawai'i Education Caucus ·

(808) 679-7454 · kriscoffield@gmail.com



Young Democrats of Hawai'i

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Trish La Chica
President

Danicole Ramos
Vice-President

Keoni Williams
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Perry Arrasmith
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Committee Male
Representative

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State Central
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Representative

Saumalu Mataafa
Young Democrats of
America National
Committeeman

Radiant Cordero
Young Democrats of
America National
Committeewoman

Kathryn Kelly
Membership Director

Scott Grimmer
Communications and
Digital Director

Cameron Deptula
Legislative Liaison

Kaleo Chang
Policy and Research
Director

March 18, 2021

House Committee on Labor & Tourism

Aloha Chair Onishi, Vice-Chair Sayama, and Members of the Committee:

The Young Democrats of Hawai'i (YDHI) **supports SB793 SD1**, which would repeal the exemption of persons with disabilities from minimum wage requirements starting in 2022.

YDHI is a caucus under the Democratic Party of Hawai'i. Our mission is to increase the political strength of our members by providing opportunities for civic engagement, political advocacy, and participation in the Democratic Party of Hawai'i.

In 2020, our membership established our top three legislative priorities, voting to advocate for affordable housing, healthcare, and the economy.

We support SB793 SD1 as we believe it helps to ensure economic fairness for everyone, regardless of physical or mental ability. Passing this bill will enable this in the following ways:

- It would close the long-standing loophole within the Fair Labor Standards Act Section 14(c) which allows organizations to pay a sub-minimum wage to those with disabilities.
- It would allow many with disabilities to earn a fair and proper wage for the first time in their lives.
- It would further the intentions of the Americans with Disabilities Act of 1990 to ensure that disability protections extend to wages and salary.
- It would create assurances to our keiki with disabilities and special needs that credible and legitimate workforce opportunities will exist for them in the future.

Thank you for the opportunity to testify in support of this bill, and we urge you to pass SB793 SD1 to create a fair economy that works for everyone, including those with disabilities.

Sincerely,
The Young Democrats of Hawai'i

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LABOR & TOURISM

RE: SB 793, SD1 – RELATING TO THE MINIMUM WAGE

THURSDAY, MARCH 18, 2021

MITZIE HIGA, LEGISLATIVE CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Onishi and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **supports SB 793, SD1**, relating to the minimum wage.

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

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

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

We believe that lawmakers have a moral responsibility to eliminate the subminimum wage for all workers, regardless of disability, so that everyone is treated equally under the law.

To ensure that all of our workers receive equal economic opportunities, we ask your committee to **support** this bill.

*501 C3 Partners
335 Merchant Street #2537
Honolulu, HI 96804*

To: House Committee on Labor & Tourism
Date: Thursday, March 18, 2021
Time: 9:00 a.m.
Place: Conference Room #312

Re: SB793, SD1

TESTIMONY IN SUPPORT WITH RECOMMENDATIONS

501c3 Partners is a boutique, workforce development consulting firm that assists community rehabilitation programs and other nonprofit organizations in developing client specific apprenticeship program for incumbent and entry level workers for their organizations. Our program creates registered apprenticeships for individuals with disabilities, and assist in accommodating their workforce development needs.

On the national level we have strongly advocated for the elimination of Sector 14(c) of the Fair Labor Standards Act (FLSA). We fully acknowledge that Section 14(c) never served as the foundation for disabled individuals to gain entry into competitive integrated employment.

However, we feel compelled to advise this committee, that maintaining ***“a disabled to non-disabled employee ratio equal to or more that three-to-one at all times. To ensure integrated employment of individuals with disabilities, this three to one ratio is to include all levels of employment, management, and sub-contracting,”*** as written on pg. 4, lines 5 through 10, will have the **deleterious impact**, on Hawaii’s disable population, and will serve as a barrier denying disabled individuals’ entry into integrated employment.

THE REALITY IS many of the individuals that this measure proports to assist are learning disabled, and have limited abilities that restricts their occupational potential, and would probably never gain entry into a management, accounting, or other technical position within the admirative and management levels of an organization. By mandating a three-to-one employment ratio at all levels if employment, management and sub-contracting will ensure that individuals who would be readily employable within an organization in an area that is within their occupational skills set would hardly ever be employed due to the imposed ratio requirements.

We strongly recommend that language referring to ratios of employment be redacted from this. measure. If amended this bill will have significant impact of increasing the number disabled individuals entering Hawaii’s workforce.

Respectfully submitted,
George Massengale & Rene Berthiaume
General Partners

TESTIMONY IN SUPPORT OF SB793, SD1, RELATING TO THE MINIMUM WAGE

COMMITTEE ON LABOR & TOURISM

Rep. Richard H.K. Onishi, Chair
Rep. Jackson D. Sayama, Vice Chair

Rep. Della Au Belatti Rep. Sean Quinlan
Rep. Daniel Holt Rep. Gregg Takayama
Rep. Dale T. Kobayashi Rep. Val Okimoto

NOTICE OF HEARING

DATE: Thursday, March 18, 2021
TIME: 9:00 a.m.

Aloha, Chair Onishi, Vice Chair Sayama, and members of the Committee on Labor & Tourism

I am a member of the Democratic Party of Hawaii and an advocate for the equal treatment of all persons. I grew up in a home with children with disabilities and while working as a Human Resources Manager with the Pacific Air Forces in Hawaii was an Equal Employment Opportunity Manager. In that capacity, I helped to place persons with disabilities, such as a blind, yes, legally blind person as an Electrician and a paraplegic in an administrative position, with full pay. They were among the very best employees with high performance records.

As a Democrat, I voted for a resolution titled, Urging the End of the Payment of Subminimum Wages to Workers with Disabilities, a copy of which is attached to my testimony. For all of the reasons stated in the resolution, as well as the testimony of the Education Caucus of the Democratic Party of Hawaii and others, I urge you to pass SB793, SD1, that would repeal the exemption of persons with disabilities from minimum wage requirements.

Respectfully,

Leimomi Khan

GOV:2018-05 Urging the End of the Payment of Subminimum Wages to Workers with Disabilities

Whereas, Workers with disabilities are not protected by the federal or State minimum wage requirements; and

Whereas, Special wage certificates issued by the United States Department of Labor in accordance with Section 14(c) of the Fair Labor Standards Act (FLSA), as well as similar certificates issued by the State Department of Labor and Industrial Relations, permit certain employers to pay subminimum wages, even as low as \$0.01 per hour, to workers with disabilities; and

Whereas, Employers who take advantage of this predatory practice have an unfair advantage in labor costs when compared to employers who pay fair wages to their workers, thus allowing them to outbid employers who do not use this predatory wage practice; and

Whereas, As demonstrated by the states of Vermont, New Hampshire, Maryland, and Alaska, as well as the City of Seattle, which have chosen to eliminate the practice of paying individuals with disabilities less than the minimum wage, special wage certificates are no longer needed; and

Whereas, the O'ahu County Democrats adopted Resolution 2017-10, Support for the Transitioning to Integrated and Meaningful Employment Act of 2017, a bill which would end the payment of subminimum wages to workers with disabilities on a national level; now, therefore, be it

Resolved, That the Democratic Party of Hawai'i urge the Hawai'i State Legislature to pass new legislation permanently discontinuing the issuance of special wage certificates from the State Department of Labor and Industrial Relations allowing employers to pay subminimum wages to workers with disabilities in accordance with Section 14(c) of the Fair Labor Standards Act and amending Section 103D-1001, Hawaii Revised Statutes, by amending the definition of "qualified community rehabilitation program" by striking out the language involving payment of subminimum wages to workers with disabilities, thus including workers with disabilities in Hawai'i in the State minimum wage requirements; and be it

Resolved, That the Democratic Party of Hawai'i urge the United States Legislature to pass new legislation permanently repealing Section 14(c) of the Fair Labor Standards Act, thus eradicating this discriminatory and predatory practice on a national level; and be it

Ordered, That copies of this resolution be transmitted to the members of the Hawai'i Congressional Delegation, the Governor of the State of Hawai'i, the Lt. Governor of the State of Hawai'i, and the Hawai'i State Legislators who are members of the Democratic Party.

SB-793-SD-1

Submitted on: 3/16/2021 8:01:31 AM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Mike Golojuch, Sr.	Rainbow Family 808	Support	No

Comments:

Rainbow Family 808 strongly supports the passage of SB793. We believe it is essential to provide equal rights and opportunities to individuals with disabilities in employment. Please pass this bill. Thank you.

Mike Golojuch, Sr., Secretary, Rainbow Family 808

SB-793-SD-1

Submitted on: 3/16/2021 9:24:28 AM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Will Caron	Individual	Support	No

Comments:

Aloha committee members,

I strongly support this bill as a matter of basic workers' dignity and human rights. A person with disabilities deserve the same respect and labor protections as any other person. It is an injustice that current law allows them to be paid a subminimum wage. Workers with disabilities deserve solidarity and the opportunity to earn a living wage too. Please pass this bill!

Mahalo.

SB-793-SD-1

Submitted on: 3/16/2021 1:23:57 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Shana Metsch	Individual	Support	No

Comments:

The Honorable Representative Onishi, Chair

House Committee on Labor and Tourism

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Onishi and Committee Members

SUBJECT: SB 793 SD1 Relating to Minimum Wage

My name is Shana Metsch, and I am a parent of an individual with an intellectual and developmental disability. I am writing today in **STRONG SUPPORT** of SB 793 SD1.

Paying people sub-minimum wage is discriminatory and wrong. You are allowing people like our daughter to be paid below the minimum wage just because she has a disability. You cannot do this to any other group, just people with disabilities. It is not right that just because someone has a disability, they can be paid sub-minimum wage.

As a parent with a daughter who is disabled, this is very concerning. How is she going to survive and contribute to society on a sub-minimum wage? She should have the same rights as any other human being entering the workforce. It is discriminatory to offer any less to her.

Thank you for hearing our testimony and helping us to make sure every person in Hawaii is given equal rights. I strongly support SB 793 SD1

Sincerely,

Shana Metsch

808-652-9206

shanametsch@yahoo.com

SB-793-SD-1

Submitted on: 3/16/2021 1:24:59 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

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

Comments:

I think a living minimum wage is a human right. A subminimum wage for disabled people is not a favor to them; it is discriminatory against them.

SB-793-SD-1

Submitted on: 3/16/2021 1:34:58 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Timothy R. Renken	Individual	Support	No

Comments:

My name is Tim Renken and I am an individual with a developmental disability. I am writing today in **STRONG SUPPORT** of SB 793 SD1.

Paying people sub-minimum wage is discriminatory and wrong. You pay us below the minimum wage just because we have a disability. You cannot do this to any other group, just people with disabilities. It is not right that just because I have a disability I could be paid sub-minimum wage.

SB-793-SD-1

Submitted on: 3/16/2021 2:02:03 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Raynell Mole	Individual	Support	No

Comments:

My name is Raynell Mole and I am in strong support of SB793 SD1

because it is not fair to pay me less just because i have a disability. I work just as hard as people without disability. Cost of living is expensive and i dont get to pay less because of my disability, my food and supplies cost the same as everyone else so I should be paid minimum wage.

SB-793-SD-1

Submitted on: 3/16/2021 2:09:49 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

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

Comments:

Please stop submin wage

thank you

SB-793-SD-1

Submitted on: 3/16/2021 2:41:06 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Flora Patton	Individual	Support	No

Comments:

Aloha Representative Onishi,

My name is Flora Patton I go to Waiphu Aloha Clubhouse for 11 years, and. Im also part of Hawaii Clubhouse Advocacy Coalition. Im fully in Supporter. of SB 793 because I belive that disable people have a right to minimum wages.

in 1984 I was at Lanakila Rehab Craft Training Program. My hourly rate was 99 cent. I was very happy. at the time. Now that im involved in Advocacy, I realize my abilities are worth at least minimum wage

Please support this SB793. Thank you for reading my. Testmony.

Flora Patton.

SB-793-SD-1

Submitted on: 3/16/2021 3:18:54 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
KEOKI WRIGHT	Individual	Support	No

Comments:

Aloha Representative Onishi,

My name is Keoki Wright. I go to Ko'olau Clubhouse, part of the Hawaii Clubhouse Advocacy Coalition. I am in support of SB793. Being a disabled peer myself I would like to look for better advantages for other consumers in terms of vocational options for them to do things in the community that would be worthwhile. I believe that with the skills of the mental health consumers within community we could be employed.

Working is a big goal for all consumers. I have witnessed my peers in a class with court offenses where they discuss capabilities of employment. My peers responded to being questioned about what they have learned to get off conditional release. They are capable and willing to take the first steps to obtain employment. Vocational programs are able to identify if working will be therapeutic for a persons recovery. I believe there are good variety of jobs; however to be therapeutic pay should be adequate as cost of living is high.

This is why I am in support of SB793. Please support this bill.

Mahalo for your time,

Keoki Wright

SB-793-SD-1

Submitted on: 3/16/2021 3:51:34 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

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

Comments:

I strongly support SB793!

SB-793-SD-1

Submitted on: 3/16/2021 4:52:34 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Derwin Teranishi	Individual	Support	No

Comments:

Aloha Representative Onishi,

My name is Derwin Teranishi from the Waipahu Aloha Clubhouse and an advocate for the Hawaii Clubhouse Advocacy Coalition. I am in support SB793 SD1.

I believe that the pay for mental health disabled individual should not be based on the persons incapacibilities but instead should reflect the cost of living equally across the board. The individual that struggles with mental health issues should be given a chance to be properly trained as needed. During the probation period a decision can be further made for job performance. This will give an incentive to work harder at learning the needed skills that are required.

Thank you for your time,

Derwin Teranishi

SB-793-SD-1

Submitted on: 3/16/2021 4:56:35 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Stephen K Hanohano	Individual	Support	No

Comments:

Aloha Representative Onishi,

My name is Stephen Hanohano and I am a member of Diamond Head Clubhouse, part of the Hawaii Clubhouse Advocacy Coalition. And, I am in support of SB793 as I believe the sub-mimumum wage should be repealed.

Thank you for your time,

Stephen Hanohano

Jaclyn Leilani Borsa
Testimony before the Committee on Labor and Tourism (LAT)
Hawaii State House of Representatives
Thirty-First Legislature, Regular Session of 2021
March 18, 2021, 9:00 AM, hearing on SB793 SD 1

Good morning Mr. Chairman, vice chair, and committee members. My name is, Jaclyn Leilani Borsa, I am a blind woman residing at 91-031 Parish Drive, Ewa Beach, HI 96706. I am a member of The National Federation of the Blind of Hawaii.

I support SB793 SD 1 and ask that you pass the measure.

I strongly support the testimony submitted by The National Federation of the Blind of Hawaii and ask that you take our testimony into serious consideration.

Mahalo for your commitment to blind people of Hawaii and your consideration of my testimony supporting SB 793 SD 1.

Katie Keim

Testimony before the COMMITTEE ON LABOR & TOURISM

Hawaii State House of Representatives, Thirty-First Legislature, Regular Session of 2021

March 18, 2021, 9:00 a.m. Hearing on SB793, SD1

Good morning Mr. Chairman, vice chair, and committee members. My name is Katie Keim a blind business woman and a member of The National Federation of the Blind of Hawaii. I reside at 2943 Kalakaua Avenue in Honolulu.

I stand in strong support of SB793, SD1 relating to the minimum wage and support the position of The National Federation of the Blind of Hawaii.

It is well past time the disabled are paid a fair and equal wage, doing away with a inhumane and archaic law that allows exemptions to be made paying less than minimum wages to the disabled of Hawaii.

Please pass SB793, SD1 which will protect working disabled individuals with fair and equal wages. Mahalo for your commitment to our community and consideration of my testimony.

Virgil Stinnett

Testimony before the COMMITTEE ON LABOR & TOURISM

Hawaii State House of Representatives, Thirty-First Legislature, Regular Session of 2021

March 18, 2021, 9:00 a.m. Hearing on SB793, SD1

Good morning Mr. Chairman, vice chair, and committee members. My name is Virgil Stinnett, a blind entrepreneur and a leader and member of The National Federation of the Blind of Hawaii. I reside at 2943 Kalakaua Avenue in Honolulu.

I stand in strong support of SB793, SD1 relating to the minimum wage and support the position of The National Federation of the Blind of Hawaii.

Please pass SB793, SD1. Mahalo for your consideration of my testimony.

Hoku Burrows

Testimony before the COMMITTEE ON LABOR & TOURISM

Hawaii State House of Representatives, Thirty-First Legislature, Regular Session of 2021

March 18, 2021, 9:00 a.m. Hearing on SB793, SD1

Good morning Mr. Chairman, vice chair, and committee members. My name is Hoku burrows, a blind woman residing at 824 Laula Way, 96814 in Honolulu. I am a long time active member of The National Federation of the Blind of Hawaii.

I stand in strong support of SB793, SD1 relating to the minimum wage and support the position of The National Federation of the Blind of Hawaii.

Please pass SB793, SD1. Mahalo nui loa for considering my testimony.

Debra Braiman

Testimony before the COMMITTEE ON LABOR & TOURISM

Hawaii State House of Representatives, Thirty-First Legislature, Regular Session of 2021

March 18, 2021, 9:00 a.m. Hearing on SB793, SD1

Good morning Mr. Chairman, vice chair, and committee members. My name is Debra Braiman, a blind woman residing in Honolulu at 728 Kinau Street. I am a member of The National Federation of the Blind of Hawaii.

I stand in strong support of SB793, SD1 relating to the minimum wage and support the position of The National Federation of the Blind of Hawaii.

Please pass SB793, SD1. Mahalo for considering my testimony.

P.O. Box 4777
Kaneohe, HI 96744

March 18, 2021

The Honorable Representative Onishi, Chair
House Committee on Labor and Tourism
State Capitol
415 S. Beretania Street, Room 312
Honolulu, Hawaii 96813

SUBJECT: SB 793 SD1 Relating to Minimum Wage

Dear Chair Onishi, Vice Chair Sayama, and Members of the Committee,

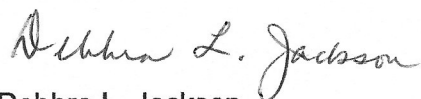
My name is Debbra Jackson and I am an individual with a disability, member of the Deaf and Blind Task Force, and a disability advocate. I am writing today in support of SB 793, SD1. The intent of the bill is to repeal the exemption of person with disabilities from minimum wage requirements. SD1 makes non substantive changes to the original bill.

I earned a Master of Science degree from the University of Tennessee with a specialty in Vocational Rehabilitation. The reason I obtained this degree is because I felt everyone, with or without a disability can and should be encouraged to work. If a person meets the minimum qualifications for a job and he or she performs competitive work, their pay should be the same as everyone else who holds a similar position. Paying people sub-minimum wage is discriminatory. Paying a sub-minimum wage is an outdated concept predicated on the notion that a person with a disability cannot do equal work for equal pay. This standard needs to be repealed.

Prior to my retirement at the end of 2019, I worked for more than 5 years contracting with two people with disabilities to staff an exhibit booth with me at Oahu Community Emergency Preparedness fairs. These two individuals were very dependable, reliable, and loyal to their mission to educate the community about people with intellectual/developmental disabilities and their ability to contribute during an emergency. It never occurred to me to pay each of them less than minimum wage for the work performed. People are able to achieve that what we expect of them when provided with a positive attitude, training and opportunity to succeed. I urge you to repeal this discriminatory practice by removing it from the statute.

Thank you for the opportunity to testify.

Sincerely,



Debbra L. Jackson
Member
Deaf and Blind Task Force

SB-793-SD-1

Submitted on: 3/17/2021 11:14:05 AM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Kaikea K. Blakemore	Individual	Support	No

Comments:

Support

SB-793-SD-1

Submitted on: 3/17/2021 11:44:21 AM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Deborah Kobayakawa	Individual	Support	No

Comments:

Deborah Kobayakawa

45-312 Koa Kahiko Street

Kaneohe, HI 96744

[\(808\) 271-3887](tel:(808)271-3887)

alohadebbk@yahoo.com

March 17, 2021

The Honorable Representative Onishi, Chair

House Committee on Labor and Tourism

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Onishi and Committee Members:

SUBJECT: SB 793 SD1 Relating to Minimum Wage

My name is Deborah Kobayakawa and I am the parent of an adult son with an intellectual and developmental disabilities. I am writing today in STRONG SUPPORT of SB 793 SD1.

Paying people below the minimum wage just because they have a disability is wrong and cannot be allowed to continue. No other group in employment is singled out in this way and discriminated against, only people with disabilities. People with disabilities should be paid at the same rate of pay as all other employees at their workplace.

My son Ian, has been a courtesy clerk for Safeway for almost 11 years now. He started out job training while in high school and as part of his Special Education program he job trained for 10 hours per week for 18 months. He was not paid by the employer during this time, but he was paid a stipend by DVR for his work while he was learning. He did not complete all of the duties of a courtesy clerk during this time, nor did he work a full 8 hour day yet.

Ian immediately hired by Safeway as soon as he exited high school and was paid minimum wage at the start. He now earns \$10.25 per hour and is a hardworking and dedicated employee. He receives health insurance through his employer, so he doesn't have to rely on MedQuest medical insurance for all of his healthcare needs so MedQuest pays less out. Ian is able to earn vacation leave, sick leave, other paid days off and he also pays taxes on his wages. This is a win-win for all. By the way, my son also votes!

My greatest wish as a parent and advocate is that all individuals with intellectual and developmental disabilities are able to be employed and paid a fair wage

Thank you for listening to my voice and my son's story. I strongly support SB 793 SD1

Sincerely,

Deborah Kobayakawa, Parent of Ian Nieblas

SB-793-SD-1

Submitted on: 3/17/2021 12:28:02 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Sol Ray Duncan	Individual	Support	No

Comments:

My name is Sol Ray Duncan. I have an intellectual/developmental disability. I am a voting citizen and I am apart of the self-advocate advisory council (SAAC). This bill would give equality to people with disabilities. Specifically equal pay. Sub-minimum wage is discriminatory. I support this bill because it will end this discriminatory practice and help individuals with disabilities be on equal footing with others in the community.

Thank you for his chance to give testimony.

Aloha,

I support SB 793 that Repeals the exemption of persons with disabilities from minimum wage requirements for several reasons:

1. Permitting the payment of sub-minimum wages is discriminatory. It singles out a class of persons for disparate treatment.
2. Using tax subsidies and permitting sub-minimum wage does not lead to growing levels of employment of persons with disabilities. If that were true, the employment of individuals with disabilities would at record levels, instead, employment rates continue to hover at historic lows.
3. Analysis of payment of sub-minimum wages does not support the development of long-term employment. A business who hires sub-minimum wage employees has a poor business model that is not sustainable without continue payments at sub-minimum wages and tax subsidies. Business hires these people for the financial benefit the business receives not for the skill set the person brings to the job. When tax subsidies end employment often ends.
4. Sub-minimum wages run counter to the desired outcome of the Workforce Innovation Opportunity Act. Individuals with disabilities have the education, training, and support services that the need to success in the labor market. Sub-minimum wages guarantee none of that.
5. Having well trained persons with disabilities paid at least at minimum supports a broader and stronger tax base. State tax subsidies will not be necessary and tax receipts from a better trained workforce will increase tax receipts.

My Name: PILI TE'O JR.

And I am an individual with an intellectual and developmental disability. I am writing today in a strong support for all individual disability.

Treat people with equal rights. Respect all! I stand for disability rights Accessibility, Safety, Community Acceptance Independence Living and quality of Life Full and Achieve Participation in Society Equal Access to Education and Employment.

I quote that the job I was supporting my concern about how could I be like others co-worker sub-minimum wages. I have been trying to have a better equal respect because, I am individual disable person. My benefit incomes minimum wages, it was giving less than another co-worker.

I was paid sub-minimum wage at a job on oahu for 5 years. I left after 3 years of work because I was not given a pay increase even through i was work hard.

Mock Hearing Live Testimony Format:

Aloha Chair, Vice Chair and Committee Members.

My name is Alexandra McClurg.

Thank you for this opportunity to provide testimony in (Support) regarding SB793.

I am from Waimea Easterseals Kauai.

SB793 will support me to provide for myself.

Everyone should be paid the same.

My disability does not mean that I am not able to do the same work as another person.

Thank you for allowing me to speak.