

Honolulu, Hawaii

FEB 15 2023

RE: S.B. No. 1057  
S.D. 1

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Second State Legislature  
Regular Session of 2023  
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred S.B. No. 1057 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT EARNINGS,"

begs leave to report as follows:

The purpose and intent of this measure is to require job listings to include an hourly rate or salary range.

Your Committee received testimony in support of this measure from Women's Caucus of the Democratic Party of Hawai'i; Hawaii Appleseed Center for Law & Economic Justice; Fujiwara & Rosenbaum, LLC; American Association of University Women; and ten individuals. Your Committee received testimony in opposition to this measure from Society for Human Resource Management. Your Committee received comments on this measure from Hawai'i Civil Rights Commission.

Your Committee finds that, for many job seekers who find an employment listing tailored to their experience and credentials, there is a lack of transparency regarding compensation. In particular, women and people of color have faced bias, which emerges in discriminatory pay and hiring practices by individual employers and a market that devalues jobs predominantly held by women. Secrecy around compensation perpetuates the continued discrimination against all workers, creating depressed wages that widen the pay gap for women and people of color. To implement pay



transparency for Hawaii's workforce, this measure requires job listings to include an hourly rate or salary range.

Your Committee has amended this measure by inserting an effective date of July 1, 2050, to encourage further discussion.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 1057, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 1057, S.D. 1, and be referred to your Committee on Commerce and Consumer Protection.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor and  
Technology,



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SHARON MORIWAHI, Chair



The Senate  
Thirty-Second Legislature  
State of Hawai'i

**Record of Votes**  
**Committee on Labor and Technology**  
**LBT**

Bill / Resolution No.:* <i>SB 1057</i>	Committee Referral: <i>LBT, CPN</i>	Date: <i>2/8/23</i>		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
<b>Members</b>	<b>Aye</b>	<b>Aye (WR)</b>	<b>Nay</b>	<b>Excused</b>
MORIWAKI, Sharon Y. (C)	<i>x</i>			
LEE, Chris (VC)	<i>x</i>			
IHARA, Jr., Les	<i>x</i>			
KEITH-AGARAN, Gilbert S.C.	<i>x</i>			
FEVELLA, Kurt				<i>x</i>
<b>TOTAL</b>	<i>4</i>			<i>1</i>
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
<b>Distribution:</b> Original                      Yellow                      Pink                      Goldenrod File with Committee Report    Clerk's Office            Drafting Agency        Committee File Copy				

\*Only one measure per Record of Votes