



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII'
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

February 1, 2023

To: The Honorable Sharon Y. Moriwaki, Chair,
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

Date: Wednesday, February 1, 2023
Time: 3:00 p.m.
Place: Conference Room 224, State Capitol

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. 125 RELATING TO THE TIP CREDIT

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR opposes** this proposal that more than doubles the tip credit enacted in Act 114 (SLH, 2022). SB125 proposes to amend the Wage and Hour Law, Chapter 387, Hawaii Revised Statutes (HRS), by increasing the tip credit from \$1.00 per hour to twenty per cent of the effective minimum wage beginning January 1, 2024, and each year thereafter.

II. CURRENT LAW

Under Section 387-2, HRS, the current tip credit is \$1.00 per hour effective October 1, 2022, and will increase to \$1.25 per hour beginning January 1, 2024, and \$1.50 per hour beginning January 1, 2028 (Act 114, SLH 2022).

III. COMMENTS ON THE SENATE BILL

The DLIR opposes this measure to increase the tip credit to twenty per cent of the effective minimum wage beginning January 1, 2024. This measure allows the employer to pay a tipped employee, under certain conditions:

- \$11.20 per hour beginning January 1, 2024, when the minimum wage is \$14.00 per hour,
- \$12.80 per hour beginning January 1, 2026, when the minimum wage is \$16.00 per hour, and
- \$14.40 per hour beginning January 1, 2028, when the minimum wage is \$18.00 per hour.

SB-125

Submitted on: 1/27/2023 7:35:36 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pride at Work - Hawaii	Testifying for Pride @ Work - Hawaii	Oppose	Written Testimony Only

Comments:

Aloha Senators,

Pride at Work – Hawai‘i is an official chapter of Pride At Work which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. P@W-HI strongly opposes SB 125.

The "tip credit" needs to be done away with NOT expanded, as tipping is one of the many remaining relics of slavery in our country. Tipping was a way for businesses to “hire” freed slaves without having to pay them as to not get those that support(ed) slavery mad at them.^[1] With the “tip credit” in place it makes almost impossible for tipped workers to ever take a vacation or a sick day, if their employer evens offer them. Because if the worker does they are making below minimum wage.

Pride at Work – Hawai‘i humbly asks that you reject SB 125 to support the working class.

In solidarity,

Pride at Work – Hawai‘i

[1] <https://www.fordfoundation.org/news-and-stories/stories/posts/american-tipping-is-rooted-in-slavery-and-it-still-hurts-workers-today/>

SB-125

Submitted on: 1/27/2023 8:51:13 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawaii	Oppose	Remotely Via Zoom

Comments:

Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai‘I; Hawai‘i’s oldest and largest policy and political LGBTQIA+ focused organization **STRONGLY OPPOSES SB 125.**

We hope you all will reject this piece of legislation.

Mahalo nui loa,

Michael Golojuch, Jr.
Chair and SCC Representative
Stonewall Caucus for the DPH

TESTIMONY BEFORE THE SENATE COMMITTEE ON LABOR &
TECHNOLOGY

RE: SB 125 - RELATING TO THE TIP CREDIT

WEDNESDAY, FEBRUARY 1, 2023

JASON BRADSHAW, CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Moriwaki and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **opposes SB125** relating to the tip credit. The purpose of this bill is to increase the tip credit.

The current tip credit allows employers to pay certain employees at a rate below the state minimum wage by calculating tips as a portion of the employee's wages. We, as a state, need to eliminate the tip credit, NOT increase it. The tip credit is a harmful policy that allows some business owners to pay their workers a sub-minimum wage. The cost of living is already extremely high in our state, and we should not make any laws that will contribute to their struggle. No one should be paid sub-minimum wage, which allowing a tip credit does. Employers should be responsible for the payment of their employees and should not be relying on tips from their customers to pay for their employees' wages. Studies show that workers who are forced to survive off of the tips they earn are put at increased risk of sexual harassment and other forms of violence. They struggle. There is no good reason hard working people should earn a sub-minimum wage based on the kind of work they do for a living.

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

SB-125

Submitted on: 1/28/2023 6:41:05 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

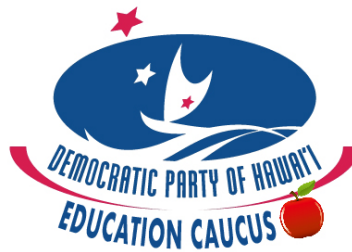
Submitted By	Organization	Testifier Position	Testify
Raymond Catania	Testifying for Raise Up Hawaii Kauai	Oppose	Written Testimony Only

Comments:

Aloha LBT committee members,

I am with the Hawaii Workers Center from Kauai. I am also a retired state worker and belong to a public worker union as a retiree (HGEA). Cost of living is so high I still have to work(part-time). Tipped workers, like waitresses, work extremely hard and deserve a decent wage and should be able to keep the tips from their customers that appreciates their labor. The so-called tip credit is actually stealing from these workers and is more like a tip penalty that goes to the boss for doing nothing. The tip-credit only creates a sub minimum wage that recommends an insane 20% robbery from these worker's wages. I'm sorry but the creators of this bill should be ashamed. I fully oppose SB125.

Raymond Catania Kauai rep. of the Hawaii Workers Center



SENATE BILL 125, RELATING TO THE TIP CREDIT

FEBRUARY 1, 2023 · SENATE LABOR AND
TECHNOLOGY COMMITTEE · CHAIR SEN. SHARON
MORIWAKI

POSITION: Oppose.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **opposes** SB 125, relating to the tip credit, which, beginning January 1, 2024, increases the tip credit to be twenty percent of the minimum wage.

The tip credit unfairly penalizes employees who work in the service industry, effectively subjecting them to a subminimum wage. **It should not be increased under any circumstances.** According to historians, tipping and the tip credit originated in feudal Europe. The practice spread throughout the United States after the Civil War as U.S. employers in the hospitality industry looked for ways to avoid paying freed slaves.

Numerous studies have found that the tip credit worsens sexual harassment in the workplace. **Tipped employees are often reluctant to file complaints about sexually predatory customers for fear of losing the tips on which they rely for income.** According to a study performed by a team of researchers from the University of Notre Dame, Penn State University, and the Emylon Business School in France that was published in the *Journal of Applied Psychology*, dependency on tips and a requirement to appear emotionally pleasant on the job increase an employee's risk of being sexually harassed. Additionally, a 2018 report by the

Restaurant Opportunities Center, a nonprofit group that advocates for better working conditions for restaurant workers, found that most respondents who reported experiencing sexual harassment associated that harassment to their dependence on tips.

Essentially, the tip credit acts as a “tip penalty” that decreases the financial well-being of service industry workers. According to the Massachusetts Institute of Technology’s living wage calculator, a single individual must earn \$22.69 per hour to meet their basic needs in Honolulu, while an individual with only one child must earn \$42.95 per hour. Yet, service sector workers are often paid the state’s base minimum wage rate. **Some service industry employees have even reported that the tip credit is deducted from their wages automatically, regardless of whether or not they are compensated at the minimum level required by state law for the tip credit to become applicable.** This problem may be occurring more frequently than public data or workplace complaints show because tip credit requirements are often inadequately understood by service industry employers and employees.

To protect the financial security of the thousands of tipped workers who are employed in Hawai‘i’s service industry, it is time to eliminate the tip credit. **President Joe Biden has repeatedly expressed support for abolishing the tip credit.** Instead of increasing the tip penalty, we should heed President Biden’s call to action and end the economically destructive tip credit that extends corporate welfare, is rooted in racism, and worsens gender violence on our shores.

Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · kriscoffield@gmail.com



SB 125, RELATING TO THE TIP CREDIT

FEBRUARY 1, 2023 · SENATE LABOR AND TECHNOLOGY COMMITTEE · CHAIR SEN. SHARON MORIWAKI

POSITION: Oppose.

RATIONALE: Imua Alliance **opposes** SB 125, relating to the tip credit, which, beginning January 1, 2024, increases the tip credit to be twenty percent of the minimum wage.

The tip credit unfairly penalizes employees who work in the service industry, effectively subjecting them to a subminimum wage. **It should not be increased under any circumstances.** According to historians, tipping and the tip credit originated in feudal Europe. The practice spread throughout the United States after the Civil War as U.S. employers in the hospitality industry looked for ways to avoid paying freed slaves.

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for restaurant workers, found that most respondents who reported experiencing sexual harassment associated that harassment to their dependence on tips.

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To protect the financial security of the thousands of tipped workers who are employed in Hawai’i’s service industry, it is time to eliminate the tip credit. **President Joe Biden has repeatedly expressed support for abolishing the tip credit.** Instead of increasing the tip penalty, we should heed President Biden’s call to action and end the economically destructive tip credit that extends corporate welfare, is rooted in racism, and worsens gender violence on our shores.

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

Senator Sharon Moriwaki, Chair
 Senator Chris Lee, Vice-Chair
 Committee on Labor and Technology

Wednesday, February 1, 2023

Strong Support for S.B. No. 125, Relating to Increasing the Tip Credit

I was born and raised on Oahu, and today, I own / operate six companies in Hawaii with 190 employees in the fields of structural engineering, real estate, corporate finance, affordable housing, food and beverage, and wastewater management. During the pandemic, I led a coalition on the Hawaii Commercial Rent Survey ([SURVEY REPORTS | IBMHawaii](#)) and created and founded Braddahhood Grindz ([Home | Braddahhood Grindz](#)). I also serve as Chairman for the Hawaii Restaurant Association and I have dedicated my time to this association and other volunteer initiatives because I believe we all need to do our part to help further Hawaii's independence and sustainability as a destination island economy for future generations.

The new minimum wage scale from 2022 through 2028 passed by the legislature last year is completely unsustainable for Hawaii's small business owners and over time will result in layoffs, automation, additional responsibilities piled onto the remaining employees, and business closures. The sad reality for many of Hawaii's small business owners is that COVID-19 completely derailed their financial and operational underpinnings and are still fighting for survival.

	Minimum Wage	Hourly Tips Must Equal	Highest Applicable Minimum Wage	Tip Credit		
				Current	SB125.HB1372	SB270.HB1288
Jan-28	\$ 18.00	\$ 7.00	\$ 25.00	\$ 1.50	\$ 3.60	\$ -
Jan-26	16.00	7.00	23.00	1.25	3.20	-
Jan-24	14.00	7.00	21.00	1.25	2.80	-
Oct-22	12.00	7.00	19.00	1.00	2.40	-
Jan-18	10.10	7.00	17.10	0.75	-	-
Jan-17	9.25	7.00	16.25	0.75	-	-
Jan-16	8.50	7.00	15.50	0.75	-	-
Jan-15	7.75	7.00	14.75	0.50	-	-
Jan-07	7.25	-	7.25	0.25	-	-
Jan-06	6.75	-	6.75	0.25	-	-
Jan-03	6.25	-	6.25	0.25	-	-
Jan-02	5.75	-	5.75	0.25	-	-

Increasing the tip credit would help to offset the financial hardship for already struggling small businesses in Hawaii. Spanning over 20 years from 2002 to 2022, the Consumer Price Index (CPI) increased annually by 2%. This is despite a recent increase in the CPI.

Looking further over a 25-year period from 2002 through 2028, the new minimum wage scale from 2022 through 2028 increases minimum wage by 8% annually over this 25-year period, and 13% annually for the highest applicable minimum wage during this same period. This rate of artificial increase in the hourly wage for tipped employees is not sustainable because tipped employees must earn the highest applicable minimum wage.

Tipped employees are highly valued by employers, especially restaurants. Approximately half of Hawaii's 100,000 minimum wage employee earners are employed by restaurants and receive tips. The tip credit reduces a tipped employee's minimum wage to account for wages from customer-paid tips. Servers earn more than half of their wages from tips.¹ Because tips are paid as a percentage of the entire bill, Hawaii's higher prices means higher tips for tipped employees.

It is important to note that in Hawaii only, a tip credit is permissible if the combined amount the employee receives from the employer and in tips is at least \$7.00 more than the applicable minimum wage. Workers must regularly receive at least \$7.00 over the minimum wage. Tip credit may only be taken for "front of the house" employees who have regular customer contact (e.g., servers, host/hostess, bar tenders, bussers, etc.). Ineligible employees include supervisors, managers, bouncers at a nightclub and quality assurance "expeditors" who have little customer contact.

Moreover, employers cannot count tips from "mandatory services charges" towards tip credit. Also, credit card fees are not allowed to reduce the highest applicable minimum wage.

Thank you for the opportunity to submit testimony and for all of your efforts to serve the people of Hawaii as our elected leaders.

Sincerely,



Ryan Tanaka
President
Island Business Management, LLC
ryan@ibmhawaii.com

¹ [Wait Staff and Bartenders Depend on Tips for More Than Half of Their Earnings - National Employment Law Project \(nelp.org\)](https://www.nelp.org/)



AMERICANS FOR DEMOCRATIC ACTION

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Alan Burdick, Vice President	Keola Akana	Shannon Matson	Michael Vernon	Honolulu
Dave Nagajji, Treasurer	Juliet Begley	Jenny Nomura		Hawaii 96823
Doug Pyle, Secretary	Stephanie Fitzpatrick	Stephen O'Harrow		

January 29, 2023

TO: Chair Moriwaki & Members of LBT Committees

RE: SB 125 Relating to the Tip Credit

Opposition for Hearing on Feb. 1

Americans for Democratic Action is an organization founded in the 1950s by leading supporters of the New Deal and led by Patsy Mink in the 1970s. We are devoted to the promotion of progressive public policies.

We oppose SB 125 as it would increase the tip credit. The tip credit undermines our movement to establish a living wage for all of Hawai'i's workers. Instead of increasing it, we should abolish it.

Thank you for your consideration.

Sincerely,

John Bickel, President

SB-125

Submitted on: 1/30/2023 9:09:37 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jason Bradshaw	Testifying for Hawaii Iron Workers Stabilization Fund	Oppose	In Person

Comments:



Randy Perreira, President

HAWAII STATE AFL-CIO
Hawaii's Labor Unions

888 Mililani Street Suite 501, Honolulu, Hawaii 96813

The Thirty-Second Legislature, State of Hawai'i
Hawai'i State Senate
Committee on Labor and Technology

Testimony by
Hawai'i State AFL-CIO
February 1, 2023

S.B. 125 – RELATING TO THE TIP CREDIT

The Hawai'i State AFL-CIO is a state federation of 74 affiliate local unions and councils with over 68,000 members across both public and private sectors. We appreciate the opportunity to testify in **strong opposition** to S.B.125.

The tip credit takes from the pocket of many workers in the service industry. Tipped workers need protection from the lack of standards across employers who have the liberty to choose different operating procedures when it comes to tips. Employers with tipped workers may choose their own procedures for tip collection/pooling and distribution. For example, employers who operate a mandatory tip pool pay the full minimum wage, take no tip credit, and may allow non-tipped employees (cooks, dishwashers, etc.) to participate in the tip pool when they already earn above minimum wage without tips.

The minimum wage is not a living wage relative to cost of living in Hawai'i. Tips should bolster the income of low-wage earners. The tip credit should not be adjusted as proposed because it contributes to keeping low wage earners from reaching financial stability.

We appreciate your consideration of our testimony in **strong opposition** to S.B. 125.

Respectfully,

Randy Perreira
President

DATE: Wednesday, February 1, 2023
TIME: 3:00 PM
PLACE: Conference Room 224 & Videoconference

Testimony in Opposition to SB125

Aloha Senator Sharon Y. Moriwaki, Chair, Senator Chris Lee, Vice Chair, and members of the COMMITTEE ON LABOR AND TECHNOLOGY,

Save Medicaid Hawaii strongly opposes expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer.

Doris Segal Matsunaga
On behalf of Save Medicaid Hawaii

IATSE LOCAL 665

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OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO, CLC

Thirty-Second Legislature, State of Hawai'i
Senate Committee on Labor & Technology

Testimony by IATSE 665

January 30, 2023

S.B. 125 - RELATING TO THE TIP CREDIT

Aloha Chair Moriwaki and Members of the Committee,

My name is Tuia'ana Scanlan, president of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i. Local 665 **opposes SB125** relating to the tip credit. The purpose of this bill is to increase the tip credit.

The current tip credit allows employers to pay certain employees at a rate below the state minimum wage by calculating tips as a portion of the employee's wages. We, as a state, need to eliminate the tip credit, NOT increase it. The tip credit is a harmful policy that allows some business owners to pay their workers a sub-minimum wage. The cost of living is already extremely high in our state, and we should not make any laws that will contribute to their struggle. No one should be paid sub-minimum wage, which allowing a tip credit does. Employers should be responsible for the payment of their employees and should not be relying on tips from their customers to pay for their employees' wages. Studies show that workers who are forced to survive off of the tips they earn are put at increased risk of sexual harassment and other forms of violence. They struggle. There is no good reason hard working people should earn a sub-minimum wage based on the kind of work they do for a living.

To provide a living wage to all workers in Hawai'i, IATSE Local 665 asks your committee to oppose SB 125.

In Solidarity,



Tuia'ana Scanlan
President, IATSE 665
he/him/his

SB-125

Submitted on: 1/30/2023 1:07:29 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
jose miramontes jr	Testifying for International Longshore warehouse Union Local 142	Oppose	Written Testimony Only

Comments:

I am in opposition of this bill regarding Tip Credit

SB-125

Submitted on: 1/30/2023 1:41:48 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Adrian Kaleo Nakashima	Individual	Oppose	Written Testimony Only

Comments:

For a better Hawaii, I oppose SB125.

SB-125

Submitted on: 1/30/2023 1:45:34 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Elmer Gorospe	Testifying for ILWU Local 142	Oppose	Written Testimony Only

Comments:

Dear Hawaii Legislature:

Im writing this in opposition of SB125, which would increase the tip credit to 20% of the minimum wage. Employees working for minimum wage in the state of Hawaii continue to struggle to make ends meet, the cost to live in Hawaii has drastically resin putting extream hardship for the working family. Therefore I urge the legislatures to deny this bill from moving any further.

SB-125

Submitted on: 1/30/2023 3:21:43 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Stephen K Hanohano	Testifying for Hawaii Clubhouse Advocacy Coalition and Diamond Head Clubhouse	Oppose	Written Testimony Only

Comments:

Aloha!

I am oppose the of SB125!

Mahalo!



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

January 30, 2023

The Thirty-Second Legislature
Regular Session of 2023

THE SENATE

Committee on Labor and Technology

Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

State Capitol, Conference Room 224 & Videoconference

Wednesday, February 1, 2023; 3:00 p.m.

STATEMENT OF THE ILWU LOCAL 142 ON SB 125 – RELATING TO THE TIP CREDIT

The International Longshore and Warehouse Union Local 142 (ILWU 142) testifies in **strong opposition of SB 125** which if enacted will increase the so called “tip credit” to 20% of the minimum wage and continue to increase it year after year. The ILWU 142 is a labor union comprised of 18,000 members in the longshore, tourism, pineapple, and general trades industries.

The minimum wage is already significantly below the cost of living. The so called, “tip credit” functions as a financial penalty for workers who receive tips. Employees receiving tips already count on those tips in addition to the minimum wage to survive Hawaii’s high cost of living. SB 125 would reduce the wages of working people who are already struggling to get by and foster growth in economic inequality.

In addition, the tip credit system places the burden of making up for low wages on the customer who is not required to tip. Tips are a subjective and not subject to laws regarding discrimination. All workers should receive a fair and reliable wage for their labor. In Hawaii, the minimum wage is not a sufficient to cover the minimum cost of living and tipped workers are already placed in a precarious position of relying on customer gratitude for survival. SB 125 would further exasperate this problem.

We appreciate the opportunity to testify in **strong opposition** to this measure.

Respectfully,

Christian West
President



Ryan Tanaka, Chairman – Giovanni Pastrami Ave Kwok, Incoming Chair- Jade Dynasty

Andy Huang, Vice Chairman-L&L Hawaiian BBQ

Tambara Garrick, Secretary – Hawaii Farm Project

Kahili Soon, Treasurer – Hukilau Marketplace

Greg Maples, Past Chair – Polynesian Cultural Center

Sheryl Matsuoka, Executive Director Chivon Garcia, Executive Assistant Holly Kessler, Director of Membership Relations

2022- 23

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Date: January 28, 2023

To: Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair
Members of the Committee on Labor and Technology

From: Victor Lim, Legislative Lead

Subject: SB 125 Relating to Tip Credit

The Hawaii Restaurant Association representing 3,400 restaurants here in Hawaii strongly supports SB125 that changes the current adjusted tip credit amount by calculating that the effective tip credit amount to be equal to twenty per cent of the effective minimum wage.

The current post Covid-19 environment along with the very high inflation and interest rates have devastated the service industry especially the restaurants. Restaurants that uses Tip employees rely of the tip credits to allow them to try and balance wages between the Tip employees and back of restaurant staff wages. This language as is spelled out in this bill give these restaurants a fighting chance to do just that.

It is important to note that in Hawaii, a tip credit is permissible if the combined amount the employee receives from the employer and in tips is at least \$7.00 more than the applicable minimum wage.

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





**Testimony to the Senate Committee on Labor and Technology
Wednesday, February 1st, 2023 at 3:00pm**

**Conference Room 224, State Capitol
RE: SB125 Relating to the Tip Credit**

Position: Oppose

Members of the Labor Committee:

All Workers Deserve to be Paid at Least the Minimum Wage

The minimum wage is intended to provide a fair wage floor to keep workers from being exploited. Raising the tip penalty to allow specific groups to be paid less subverts the intent of the minimum wage law.

Tips are Meant for Staff, Not Business Owners

If restaurant patrons decide to leave a tip for their server, the intent is for that money to go directly to the staff, not to the business owner. Raising the tip penalty will decrease the wages of wait staff simply because they earn money in tips. As the minimum wage is set to move to \$18 per hour over the next few years, this bill would increase the tip penalty to \$3.60 per hour. If workers can be paid \$3.60 less than the minimum wage, on a full-time schedule that is the equivalent of these workers losing out on over \$7,000 per year. That \$7,000 is not intended to go to the owners of the restaurant, but instead to the servers.

Restaurants Don't Need Special Exemptions

Retail stores who don't employ tipped workers must pay at least the minimum wage. There's no reason that restaurants shouldn't need to play by the same rules.

Servers Employed in Hawai'i Increased During the Last Minimum Wage Increase

Between 2014 and 2018 the minimum wage increased from \$7.25 to \$10.10, during that time the number of servers in Hawai'i increased by over 20%. There is no evidence to say that the increase in the minimum wage without increasing the tip penalty will lead to a reduction in servers being employed.



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the Senate Committee on Labor and Technology
Wednesday, February 1, 2023, at 3:00 P.M.
Conference Room 224 & Videoconference**

RE: SB 125 Relating to the Tip Credit

Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **strongly supports** SB 125, which Beginning January 1, 2024, increases the tip credit to be twenty per cent of the minimum wage.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 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.

With the passing of the minimum wage legislation last session, many of our smallest businesses, including restaurants, are worried about how they will afford the increase in costs and whether they can keep their doors open in the future.

The tip credit in Hawaii helps restaurants in many ways. First, it ensures that employees are receiving fair wages while also allowing restaurants to stay competitive in the industry. By providing a credit to employers, businesses can offset the costs of the increase in the minimum wage and continue to pay their employees a competitive wage. This helps restaurants stay competitive with their peers while also making sure that employees are properly compensated for their work.

Second, the tip credit in Hawaii helps restaurants keep their overhead costs down. Without the credit, employers' overhead costs would increase significantly which in turn, would make it harder for restaurants to remain competitive and stay in business. The tip credit helps restaurants save money on labor costs, which can be used to invest in other areas of the business, such as marketing, advertising, and commercial real estate or rent costs.

Finally, the tip credit in Hawaii helps restaurants attract and retain quality employees. Employees are more likely to stay with a restaurant if they know they are being treated fairly and will receive a fair wage. By providing a tip credit, restaurants can provide employees with a competitive wage and show them that their work is valued and appreciated. This can help attract and retain quality employees, which is essential for the success of any restaurant.

Thank you for the opportunity to testify.



The Senate Committee on Labor, and Technology
Wednesday, February 1, 2023
Room 224, 3:00 PM

RE: SB 125, Relating to the Tip Credit

Attention: Chair Sharon Moriwaki, Vice Chair Chris Lee and
Members of the Committee

The University of Hawaii Professional Assembly (UHPA) appreciates the opportunity to testify in **strong opposition to SB 125**, Relating to the Tip Credit.

The tip credit takes from the pocket of many workers in the service industry. Tipped workers need protection from the lack of standards across employers who have the liberty to choose different operating procedures when it comes to tips.

The minimum wage is not a living wage relative to the cost of living in Hawai'i. Tips should bolster the income of low-wages earners. The tip credit should not be adjusted as proposed because it contributes to keeping low-wage earners from reaching financial stability.

UHPA appreciates your consideration of its testimony **in strong opposition to SB 125**.

Respectfully Submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly

**University of Hawaii
Professional Assembly**



Tuesday, January 31, 2023

To: Senator Sharon Moriwaki, Chair, Senator Chris Lee, Vice Chair and committee members.

SB125 Increasing the Tip Credit

From Highway Inn

Highway Inn Strongly Supports SB125

Highway Inn distributed its 2022 W2s this week to its staff. *The highest hourly paid staff members in 2022 are minimum wage front-of-house servers*—more than salaried managers.

Among several examples, a minimum wage earner's Gross income for 2022 was \$80,594. Of this total, her minimum wage was \$16,558. On the other hand, a person we pay \$18 an hour brought home a gross salary of \$40,829 without tips.

This W2 data is a bona fide, current, and compelling example of the asymmetry of compensation in the restaurant business. *Current State legislation regarding minimum wage and tip credit exacerbates this asymmetry.*

The Federal Tip Credit, which works effectively in those states that have fully embraced it, seeks to even out this asymmetry. Simply put, a large tip credit (subject to minimum thresholds) allows a restaurant owner to compensate every position at a fair living wage. At a minimum, the State should follow Federal guidelines.

We propose that the State develop an industry-leading Tip Credit structure along the lines of marginal tax rates, where incremental tip dollars above reasonable minimums are subject to increasing tip credit. Tip Credit dollars would be allocated to compensate non-tipped employees. At the high-end, 50% of tips over a specific rate (e.g. \$50,000 annually) should be subject to a tip credit. At the low-end, it should be 25%.

Current legislation surrounding minimum wage and tip credit makes it harder to recruit and retain non-tipped back-of-house positions when trained cooks see their colleagues paid double their rate. Read the headlines if you need to verify that the biggest issue restaurants face today is sourcing labor.

Restaurant owners want to pay their staff well to keep them and reduce turnover. Rising menu prices at restaurants pay for the increased cost of doing business and compensating the highest-paid servers. Most of our non-tipped workers are already above the minimum wage. Allowing restaurants the flexibility to pay their staff correctly could reverse the tide of the shrinking restaurant business.

Mahalo for seeking our opinion and reading it to the end.



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of the Hawai‘i Appleseed Center for Law and Economic Justice
 SB 125 – Relating to the Tip Credit
 Senate Committee on Labor and Technology
 Wednesday, February 1, 2023, at 3:00 PM, Conference Room 224 & Videoconference

Dear Chair Moriwaki, Vice Chair Lee, and members of the Committee:

Thank you for the opportunity to provide testimony in opposition SB 125, which would increase the state tip credit to be 20 percent of the minimum wage beginning next year (Jan. 1, 2024).

The so-called “tip credit” is a provision that sets a sub-minimum wage for many service-related jobs. In reality, it should be called a “tip penalty,” because the policy allows employers to pay their tipped employees less in direct wages than the state minimum wage.

In effect, it makes the livelihood of tipped workers reliant on the generosity of their customers. It also makes their income far less reliable, since tip amounts can vary significantly over a given period of time. This is underlined by the fact that tipped workers are likely to work in lower-wage occupations, thus making them less able to deal with unanticipated disruptions to their income. In fact, tipped workers are almost twice as likely to be living in poverty as non-tipped workers.¹

Hawai‘i’s tip credit law allows employers to pay a sub-minimum wage to their employees as long as the total hourly compensation of the employee in question—with tips factored in—amounts to at least \$7.00 over the minimum wage.² In Hawai‘i the maximum tip credit amount that can be applied against the minimum wage is \$1.00 as of October, 2022, with additional increases outlined in Act 114 (2022). So a minimum wage earner in a restaurant could be paid as little as \$11.00 in actual wages (\$12.00 minimum wage minus \$1.00 tip credit) as long as the employee is also earning at least \$8.00 in tips for a total hourly compensation of \$19.00, or \$7 over minimum wage. If the total hourly compensation was only \$17.00 an hour, the employer would have to pay the employee \$10.00 in wages instead.

Ensuring that every worker is earning at least \$7.00 above minimum wage in tips each shift before the tip credit is applied—and making adjustments to the tip credit amount on the fly to account for lower tipped earnings—is a lot to keep track of. The result is a system that is overly complicated and fraught with opportunities for exploitation. There is strong evidence that businesses throughout the U.S. frequently violate wage standards. An investigation conducted by the U.S. Department of Labor between 2010 and 2012 discovered that 5 out of every 6 restaurants that were studied had committed a wage violation.³

¹ Gould, Elise and David Cooper, “Seven facts about tipped workers and the tipped minimum wage,” Economic Policy Institute, May 31, 2018, <https://www.epi.org/blog/seven-facts-about-tipped-workers-and-the-tipped-minimum-wage/>

² Hawai‘i State Wage Standards Division, “Notice to Employers: Tip Credit Under the Hawai‘i Wage and Hour Law,” Hawai‘i State Department of Labor & Industrial Relations, June 2014, <https://labor.hawaii.gov/wsd/files/2014/06/Tip-Credit-Notice-with-exhibits-June-2014.pdf>

³ Allegretto, Sylvia and David Cooper, “Twenty-Three Years and Still Waiting for Change: Why It’s Time to Give Tipped Workers the Regular Minimum Wage,” Economic Policy Institute, 2014, <https://www.epi.org/publication/waiting-for-change-tipped-minimum-wage/>

These violations cost their employees millions of dollars in stolen wages.⁴ A 2017 study on the 10 most populous states in the U.S. found that 17 percent of workers were paid less than the minimum wage for their state. Based on this data, the Economic Policy Institute (EPI) estimated that U.S. workers were illegally underpaid by at least \$15 billion for that year.⁵

The tip credit also exacerbates racial and gender-based inequities in the labor force, as women and people of color make up a disproportionate share of tipped workers in the U.S., as shown in **Figure 1**.

Women and People of Color, Share of Tipped Workers in the U.S., 2020

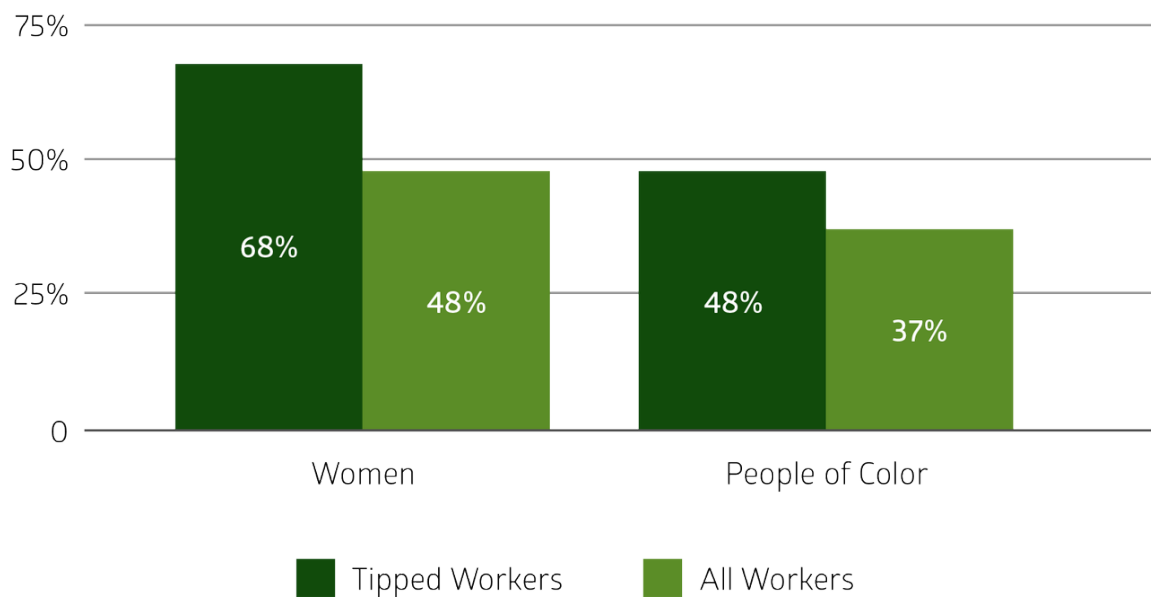


Figure 1. In 2020, women occupied 68 percent of the jobs in key tipped industries, even though they only accounted for 48 percent of the labor force. Likewise, people of color occupied 48 percent of jobs in key tipped industries, while they made up 37 percent of the labor force.

When workers are forced to depend on tips for large portions of their income, the result is that tipped workers’ livelihoods are dictated by the whims of the customer. This imbalance of power leaves women, workers of color, disabled workers, and other marginalized employees acutely vulnerable to economic insecurity and other injustices in these jobs.⁶

⁴ Cooper, David and Teresa Kroeger, “Employers steal billions from workers’ paychecks each year: Survey data show millions of workers are paid less than the minimum wage, at significant cost to taxpayers and state economies,” Economic Policy Institute, 2017, <https://www.epi.org/publication/employers-steal-billions-from-workers-paychecks-each-year/>

⁵ *ibid*

⁶ Roberts, Lily and Galen Hendricks, “Short-Changed: How Tipped Work Exacerbates the Pay Gap for Latinas,” Center for American Progress, November 20, 2019, <https://americanprogress.org/issues/economy/news/2019/11/20/477637/short-changed-tipped-work-exacerbates-pay-gap-latinas/>

Women, who represent the overwhelming majority of tipped workers,⁷ frequently report experiences of sexual harassment on the job.⁸ An investigation by the Equal Employment Opportunity Commission found that 1 in 7 sexual harassment charges between 2005–2015 were brought by food service and accommodation workers.⁹ These numbers are likely severely underreported.

For women and people of color, who are disproportionately likely to work in tipped or other low-wage jobs, the existence of a tipped subminimum wage exacerbates existing economic inequalities and makes it more likely that these workers will live in poverty.

In spite of these widespread wage violations, the responsibility of enforcing tip credit regulations is mostly placed on the employee. In order for workers to contest unfair compensation, they first have to confront their employer about discrepancies—and risk facing retaliation in the process.¹⁰

Some have argued that removing the tip credit leads to job losses and shift reductions. However, between 2011 and 2016, businesses operating in tipped industries within states that do not have a tip credit experienced greater employment growth than their counterparts in states that do have a tip credit.¹¹

To guarantee that tipped workers are entitled the same minimum wage as everyone else, state lawmakers should consider eliminating Hawai‘i’s tip credit altogether. The better policy is to ensure that all employers are paying all their workers a livable wage.

Please defer SB125.

⁷ “The Raise the Wage Act: Boosting Women’s Paychecks and Advancing Equal Pay,” National Women’s Law Center, 2019, <https://nwlc.org/wp-content/uploads/2019/10/Raise-the-Wage-Act-Boosting-Womens-Pay-Checks-10.22.19.pdf>

⁸ “Take Us Off the Menu: The Impact of Sexual Harassment in the Restaurant Industry,” Restaurant Opportunities Centers United, May 2018, <https://rocunited.org/wp-content/uploads/sites/7/2020/02/TakeUsOffTheMenuReport.pdf>

⁹ Frye, Jocelyn, “Not Just the Rich and Famous: The Pervasiveness of Sexual Harassment Across Industries Affects All Workers,” Center for American Progress, November 20, 2017, <https://americanprogress.org/issues/women/news/2017/11/20/443139/not-just-rich-famous/>

¹⁰ Allegretto, 2014

¹¹ Schweitzer, Justin, “Ending the Tipped Minimum Wage Will Reduce Poverty and Inequality,” Center for American Progress, March 30, 2021, <https://www.americanprogress.org/article/ending-tipped-minimum-wage-will-reduce-poverty-inequality>. Calculations based on data from U.S. Census Bureau, “Quarterly Workforce Indicator Explorer: 2010Q2 to 2016Q1,” available at <https://qwiexplorer.ces.census.gov/static/explore.html#x=0&g=0>. The data were downloaded on February 22, 2021, and are on file with Schweitzer.



Eric W. Gill, Financial Secretary-Treasurer

Gemma G. Weinstein, President

Cade Watanabe, Senior Vice-President

January 31, 2023

Committee on Labor and Technology
Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

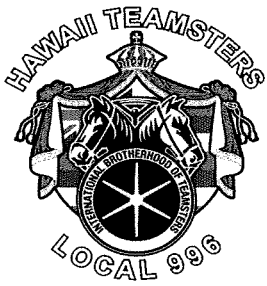
Testimony in support of SB 270 and in opposition to SB 125

Chair Moriwaki, Vice Chair Lee and Members of the Committee:

UNITE HERE Local 5 represents working people throughout Hawaii's hotel, food service and health care industries. **UNITE HERE Local 5 supports SB 270**, which would eliminate the tip credit for tipped workers. **We oppose SB 125**, which would dramatically increase the tip credit. Working people across Hawaii are struggling with the cost of housing, food, and other necessities; support programs related to COVID are ending or have already ended. Increasing the tip credit means cutting wages, particularly the portion of wages that workers can count on when they are scheduled to work.

Some small businesses may be struggling as well, but for this there are a variety of solutions that do not involve taking money out of the hands of workers.

Thank you for your consideration.



HAWAII TEAMSTERS & ALLIED WORKERS LOCAL 996

Affiliated with the International Brotherhood of Teamsters

Local996@hawaiiunion.com

1817 Hart Street
Honolulu, HI 96819-3205

Telephone: (808) 847-6633
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The Thirty-Second Legislature, State of Hawai'i

Hawai'i State Senate

Committee on Labor and Technology

Testimony by

Hawai'i Teamsters & Allied Workers

Local 996

February 1, 2023

KEVIN HOLU
President/Principal Officer

JOELLE HUSSEY
Secretary – Treasurer

WALTER FOX III
Vice President

TAVESI AUGAFA
Recording Secretary

FELIPE "PACO" ANGUIANO
Trustee

BEVERLY TUSI
Trustee

JONATHAN LEO REED
Trustee

S.B. 125 RELATING TO TIP CREDIT

The Hawai'i Teamsters & Allied Workers is a local union with over 6,000 members across both public and private sectors. We appreciate the opportunity to testify in **strong opposition** of S.B. 125.

The tip credit takes from the pocket of many workers in the service industry. Tipped workers need protection from the lack of standards across employers who have the liberty to choose different operating procedures when it comes to tips. Employers with tipped workers may choose their own procedures for tip collection/pooling and distribution. For example, employers who operate a mandatory tip pool pay the full minimum wage, take no tip credit, and may allow non-tipped employees (cooks, dishwashers, etc.) to participate in the tip pool when they already earn above minimum wage without tips.

The minimum wage is not a living wage relative to the cost of living in Hawai'i. Tips should bolster the income of low-wage earners. The tip credit should not be adjusted as proposed because it contributes to keeping low wage earners from reaching financial stability.

We appreciate your consideration of our testimony in **strong opposition** of S.B. 125.

Respectfully

A handwritten signature in black ink, appearing to read "Kevin Holu".

Kevin Holu
President



HAWAII WORKERS CENTER

Defending and Respecting the workers of
Hawai'i

LATE

(503) WORKERS 📞

(503) 967-5377 📞

hawaiiworkerscenter@gmail.com ✉️

hawaiiworkerscenter.org 🌐

January 31, 2023

Hawaii State Senate
Committee on Labor and Technology
Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

Executive
Committee of the
Board

Rev. Sam Domingo
Board Chair

Mary Ochs
Vice President

Dr. Arcelita Imasa
Secretary

John Witeck
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Board Members

Yoko Liriano

Nanea Lo

Innocenta
Sound-Kikku

Ray Catania

Justin Jansen

Marites Uy

Leyton Torda

Robyn Conboy

Co-Executive
Directors

Tony Doroño

Sergio Alcubilla III,
Esq.

RE: STRONGLY OPPOSE S.B. 125

Dear Chair Sen. Moriwaki, Vice-Chair Lee, and Members of the Committee on Labor and Technology:

The Hawaii Workers Center envisions a Hawaii in which all workers are empowered to exercise their right to organize for their social, economic and political well-being. It is a resource of information, education, training and organizing for Hawaii's workers.

The Hawaii Workers Center provides workshops on workers' rights, health and safety, and protection from wage theft, labor trafficking, abuse and harassment and other workplace hazards and issues. It also provides referrals to various health, housing, immigration-related and legal resources.

The Hawaii Workers Center stands in strong opposition to S.B. 125 that seeks to increase the tip penalty to 20% of the state's minimum wage. As it stands, this bill will reduce the amount of take-home pay for workers at a time when working families are struggling to keep up with Hawaii's high costs of living. Tipped workers should not be financially subsidizing their employers by asking them to pay 20% of the minimum wage back. We should not be carving out an exemption to favor one industry over another in who is required to pay workers the minimum wage.

While we celebrate the increase in the state minimum wage to finally allow working families and individuals to cope with Hawaii's high costs of living, the work remains unfinished with the existence of the sub-minimum wage. S.B. 125 is a step in the WRONG direction. This bill wants to take more money away from hard working individuals at a time when we need all the help we can get to keep up.

There are currently 7 states in the nation that believe in providing their residents the full-minimum wage. These states have higher restaurant job growth rates, small business growth rates, and tipping averages than states that offer a sub-minimum wage while also having half the rate of sexual harassment in the restaurant industry. It's time we treat ALL workers with the respect and dignity we all deserve. Let's stop penalizing tipped workers and finally eliminate the tip penalty, not increase it.

We ask that you please OPPOSE S.B. 125 and support Hawaii's working families instead.

Sincerely,

Sergio J. Alcubilla
Executive Director

**LATE**

Monday, January 31, 2023

TO: COMMITTEE ON LABOR AND TECHNOLOGY

RE: SB125

POSITION: In Support of Increasing the Minimum Tip Credit to 20% of the Prevailing Minimum Wage

Chair Sharon Y. Moriwaki, Vice Chair Chris Lee, Committee Members

Gyotaku Japanese Restaurants employees a staff of 180. We have always been committed to providing very competitive wages and benefits to all our employees.

The scheduled increases in the minimum wage are a real challenge for our restaurants to bear given the current economic conditions. However, we are in favor of increasing the wages of the lowest paid workers and we are currently starting new hired non-tipped employees at above the current minimum wage.

The most recent Minimum Wage increases benefited our Servers and other tipped employees earning 2, 3, and even more than 4 times the minimum wage in tips.

The fact is that, restaurant will have a harder time increasing the pay of other employees earning just over the minimum wage. Philosophy and ideology aside, the reality is that most tipped employees earn very high income and do not need minimum wage protection. The average net income of a Server at our restaurant is \$over \$40/hr in combined Tip Credit Wage of \$11/hr and \$29 Tip Income.

Furthermore, inflation has forced the rapid increase in menu prices due and resulted in higher spending per customer and thus higher tips income per hour. This is always the case. **Servers and others earning tips based on percentage of sales have a built in pay increase when menu prices rise. Our servers have already seen a \$2 to \$3 increase in hourly tip income since last October as menu prices rose due to inflation and the scheduled**



increase in their minimum wage.

We respectfully request that the Tip Credit increase to 20% of the prevailing Minimum Wage provided that as currently stipulated the tipped employee earns at least \$7/hr over the Minimum Wage in combined Wages and Tip Income. This will help restaurant owners increase the wages of the Back of the House Staff already earning over the Minimum Wage, but nearly as much as the Front of the House Staff who earn significantly more in tips.

Sincerely,

A handwritten signature in black ink that reads 'Thomas H Jones'.

Thomas H Jones
President
REI Food Service, LLC
d.b.a. Gyotaku Japanese Restaurants



To: Senator Sharon Moriwaki, Chair, Senator Chris Lee, Vice Chair and committee members.

SB125 Increasing the Tip Credit
Magics Beach Grill Strongly Supports SB125

The Federal Tip Credit, which works effectively in those 47 states that have fully embraced it, seeks to even out the wage inequality. Simply put, a large tip credit (subject to minimum thresholds) allows a restaurant owner to compensate every position at a fair living wage. At a minimum, the State should follow Federal guidelines.

There is HUGE wage inequity between the tipped and non-tipped staff and a Larger Tip Credit would allow the hospitality industry- specifically the restaurant industry to increase the Kitchen Staff wages.

Magics Beach Grill Credit Card Tips (87% of all sales) averages 19.2%
Magics Beach Grill Tipped Staff earn \$45-\$65/hr
Magics Beach Grill Non Tipped staff make \$18-\$25/hr

The new minimum wage scale from 2022 through 2028 passed by the legislature last year is completely unsustainable for Hawaii's restaurant/tipped industries-WITHOUT A NEW LARGER TIP CREDIT- FOLLOW THE FEDERAL GUIDELINES- without a larger tip credit, it will force AUTOMATION, LAYOFFS AND DECREASE SERVICE IN THE ALOHA STATE.

We are asking that you increase the tip credit so that small business owners can pay the non-tipped employees more, making those positions desirable, attractive, sustainable and financially rewarding. Allowing everyone to live a good life in Hawaii and to maintain the ALOHA to our millions of guests.

Without some change – we will create a cold, automated, low service Hawaii. Where our reputation for high prices will overwhelm everyone- many will decide never to come.

MAGICS BEACH GRILL IN KAILUA-KONA STRONGLY SUPPORTS SB125

Sincerely,

Mattson Davis- Proprietor

SB-125

Submitted on: 1/27/2023 5:30:48 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose SB125.

Mike Golojuch, Sr., Member, Labor Caucus, Democratic Party of Hawaii

SB-125

Submitted on: 1/28/2023 10:46:11 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Larry Alfrey	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer.

SB-125

Submitted on: 1/28/2023 11:38:47 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
John Fitzpatrick	Individual	Oppose	Written Testimony Only

Comments:

Aloha Kākou Honorable Senators,

My name is John Fitzpatrick and I am in strong opposition of SB 125. Employers should be paying all their employees a healthy minimum wage and these employees should not have 20% of their wage taken away because they work in the service industry. When I give a gratuity to my server I want to make sure it goes to them and does not padd the pocket of their employers who do not pay livable wages. Kill this bill!

Mahalo,
Fitz

John Fitzpatrick

SB-125

Submitted on: 1/28/2023 2:45:38 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nanea Lo	Individual	Oppose	Written Testimony Only

Comments:

Hello,

I am writing in OPPOSITION to SB125.

I believe that increases in the tip credit does not serve in the people's interest.

me ke aloha 'āina,

Nanea Lo

SB-125

Submitted on: 1/28/2023 8:20:33 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Allison Mikuni	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer. Thank you for your consideration.

SB-125

Submitted on: 1/29/2023 12:01:27 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Caz Novak	Individual	Oppose	Written Testimony Only

Comments:

To whom it may concern,

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer.

Thank you

SB-125

Submitted on: 1/29/2023 2:16:11 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Rev. Samuel L Domingo	Individual	Oppose	Written Testimony Only

Comments:

Chair Moriwaki and Members of the Senate Labor and Technology Committee,

I strongly oppose SB 125! Only a few months after the minimum wage has been raised for Hawaii's low wage workers, this proposal to strip 20% of wages from them is truly reprehensible. Our working families are still on edge. The members of the legislature need to continue to focus on supporting our working families as they are the ones who suffered the most during the pandemic and now as inflation has stripped away whatever gains there might have been with the raising of the minimum wage to \$12/hr. There's whispers of a recession coming. SB125 undermines the small positive gains for our working families. Please focus your efforts on further strengthen support for our working families.

SB-125

Submitted on: 1/29/2023 5:58:58 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shannon Matson	Individual	Oppose	Written Testimony Only

Comments:

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

We should be abolishing the tip credit (aka tip penalty) if we truly care about our working class.

Mahalo,

Shannon Matson

Resident of Hawai'i Island

SB-125

Submitted on: 1/30/2023 3:15:05 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jason Mark Alexander	Individual	Oppose	Written Testimony Only

Comments:

Aloha,

As a PhD student, I strongly oppose SB 125. The policy of calculating an adjusted tip credit amount in relation to 20% of minimum wage will throw more workers into precarious living situations and constrain more people to poverty in Hawai'i's communities.

Mahalo,

Jason Mark Alexander, Mānoa

SB-125

Submitted on: 1/30/2023 8:00:47 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tehani Bartlome	Individual	Oppose	Written Testimony Only

Comments:

We all well know that our minimum wage is nowhere near that of a living wage, unfortunately it seems the gap between the two increases by the day. This bill will not help the working class of Hawai'i, nor the state as a whole. I implore you to do what is right for our community.

SB-125

Submitted on: 1/30/2023 11:11:47 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Bianca Isaki	Individual	Oppose	Written Testimony Only

Comments:

Please oppose SB125, which would raise the tip penalty to 20% of the minimum wage.

SB-125

Submitted on: 1/30/2023 11:48:05 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dominique Meyer Gere	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer.

SB-125

Submitted on: 1/30/2023 12:12:28 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Louis Mansanas jr	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill

SB-125

Submitted on: 1/30/2023 12:12:38 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ka'ena Paikai	Individual	Oppose	Written Testimony Only

Comments:

I oppose

SB-125

Submitted on: 1/30/2023 12:14:44 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tyler Yuu	Individual	Oppose	Written Testimony Only

Comments:

Oppose

SB-125

Submitted on: 1/30/2023 12:15:16 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kelsey Beck	Individual	Oppose	Written Testimony Only

Comments:

I STRONGLY OPPOSE

SB-125

Submitted on: 1/30/2023 12:15:22 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Keoni Mendiola	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose Bill SB125.

SB-125

Submitted on: 1/30/2023 12:15:56 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Edward	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB 125.

SB-125

Submitted on: 1/30/2023 12:16:03 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
noah	Individual	Oppose	Written Testimony Only

Comments:

I appose this bill.

SB-125

Submitted on: 1/30/2023 12:17:09 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Louis Mansanas jr	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill

SB-125

Submitted on: 1/30/2023 12:18:44 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chauncey Dunhour	Individual	Oppose	Written Testimony Only

Comments:

I oppose Bill SB125.

SB-125

Submitted on: 1/30/2023 12:20:21 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Seth Holck	Individual	Oppose	In Person

Comments:

SB-125

Submitted on: 1/30/2023 12:21:29 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chad Amasiu	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB125

SB-125

Submitted on: 1/30/2023 12:23:35 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dane Kaluhiwa	Individual	Oppose	Remotely Via Zoom

Comments:

Oppose

SB-125

Submitted on: 1/30/2023 12:25:30 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael masutani	Individual	Oppose	Written Testimony Only

Comments:

My name is Michael Masutani and I am opposed to SB125

SB-125

Submitted on: 1/30/2023 12:27:20 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
kainalu paikai	Individual	Oppose	Written Testimony Only

Comments:

Oppose

SB-125

Submitted on: 1/30/2023 12:28:15 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
anthony padilla	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose bill sb125

SB-125

Submitted on: 1/30/2023 12:28:32 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Blair Nahale	Individual	Oppose	Written Testimony Only

Comments:

I oppose sb125

SB-125

Submitted on: 1/30/2023 12:28:51 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Robert Enriquez	Individual	Oppose	Written Testimony Only

Comments:

Strongly oppose SB125

To: Hawaii State Senate's Committee on Labor and Technology
Hearing Date/Time: Wednesday, February 1, 2023, 3:00pm
Place: Hawaii State Capitol, CR 224 & Videoconference
Re: Judith Ann Armstrong is in strong opposition of SB125 Relating to the TIP credit

Dear Members of the Labor and Technology Committee,

I, Judith Ann Armstrong, am in strong opposition of SB125 Relating to the TIP credit.

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer.

Thank you for this opportunity to testify in opposition of SB125.

Sincerely,

Judith Ann Armstrong

SB-125

Submitted on: 1/30/2023 12:32:52 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Noah Campbell	Individual	Oppose	Written Testimony Only

Comments:

Oppose

SB-125

Submitted on: 1/30/2023 12:33:44 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
William Campbell	Individual	Oppose	Written Testimony Only

Comments:

I oppose bill SB125

SB-125

Submitted on: 1/30/2023 12:34:18 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ashkhon Kuhaulua	Individual	Oppose	Remotely Via Zoom

Comments:

I Oppose SB125!

SB-125

Submitted on: 1/30/2023 12:34:47 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jacob Ramos	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose Bill SB125

SB-125

Submitted on: 1/30/2023 12:38:34 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Burton Chun	Individual	Oppose	Remotely Via Zoom

Comments:

I disagree with SB125. Mahalo

SB-125

Submitted on: 1/30/2023 12:40:21 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jay Amina III	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB125.

SB-125

Submitted on: 1/30/2023 12:41:57 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Clayton Glass	Individual	Oppose	Written Testimony Only

Comments:

I oppose the bill SB125.

SB-125

Submitted on: 1/30/2023 12:51:38 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Clinton Blackman	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB125

SB-125

Submitted on: 1/30/2023 12:56:00 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kekoa Bruhn	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose bill SB125

SB-125

Submitted on: 1/30/2023 12:56:19 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Paris Fernandez	Individual	Oppose	Written Testimony Only

Comments:

I oppose bill SB125

SB-125

Submitted on: 1/30/2023 1:15:44 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chaz Bajet	Individual	Oppose	Written Testimony Only

Comments:

SB-125

Submitted on: 1/30/2023 1:23:40 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Paquito KHD Capillan	Individual	Oppose	Written Testimony Only

Comments:

SB-125

Submitted on: 1/30/2023 1:37:38 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chad K Pacheco	Individual	Oppose	Written Testimony Only

Comments:

I Chad Pacheco oppose SB125 increasing the tip credit twenty percent of the minimum wage.

SB-125

Submitted on: 1/30/2023 1:38:58 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Hubert Pruett	Individual	Oppose	Written Testimony Only

Comments:

I oppose bill SB125

SB-125

Submitted on: 1/30/2023 2:02:46 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
JON WHITE	Individual	Oppose	Written Testimony Only

Comments:

I am in strong OPPOSITION of SB125

SB-125

Submitted on: 1/30/2023 2:03:26 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dave Teriirere	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill

SB-125

Submitted on: 1/30/2023 2:04:45 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kyle Miyahana	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose SB125

SB-125

Submitted on: 1/30/2023 2:10:06 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
seth ilae	Individual	Oppose	Remotely Via Zoom

Comments:

My name is Seth Ilae and I strongly oppose SB125

SB-125

Submitted on: 1/30/2023 2:18:15 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Charles French	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose to this bill

SB-125

Submitted on: 1/30/2023 2:18:38 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ka'ehu Hironaka	Individual	Oppose	Written Testimony Only

Comments:

I oppose

SB-125

Submitted on: 1/30/2023 2:19:05 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lawrence DeCosta III	Individual	Oppose	Written Testimony Only

Comments:

I oppose sb125

SB-125

Submitted on: 1/30/2023 2:22:32 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Christopher Finau	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose this bill it will hurt local families!

SB-125

Submitted on: 1/30/2023 2:37:12 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kale Ornellas	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose .

SB-125

Submitted on: 1/30/2023 2:47:29 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sierra Revilla	Individual	Oppose	Written Testimony Only

Comments:

Important

SB-125

Submitted on: 1/30/2023 3:09:42 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Walter Walker	Individual	Oppose	Written Testimony Only

Comments:

Oppose

SB-125

Submitted on: 1/30/2023 3:21:23 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jonovan Tuinei	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB125.

SB-125

Submitted on: 1/30/2023 3:42:22 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lyle Nicely	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose SB125.

SB-125

Submitted on: 1/30/2023 4:12:15 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
John Witeck	Individual	Oppose	Written Testimony Only

Comments:

I urge you to reject SB 125 which would further penalize low-wage tipped employees and reduce the minimum wage for them by 20% of the current minimum wage (\$12), i.e. by \$2.40 an hour. This is a give-away to employers and a penalty for those employees who receive tips for their service. It will do little or nothing to save customers any money but will lessen the wages employers pay to their workers and shift more of the burden to customers who pay tips.

To enact this measure at a time when businesses are facing staffing shortages will exacerbate the problem and make employment opportunities in restaurants and other businesses with tipped employees much less desirable.

Please do not pass this ill-considered and injurious legislation. Instead, abolish the tip penalty on workers and pass SB 270 and the companion house bill to phase out the tip penalty--something 13 other states have done.

Thank you for considering my testimony.

SB-125

Submitted on: 1/30/2023 4:30:39 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Hunter Mako Morton	Individual	Oppose	Written Testimony Only

Comments:

I am against this because it is unfair for the employer.

SB-125

Submitted on: 1/30/2023 4:51:12 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kia Kapana	Individual	Oppose	In Person

Comments:

SB-125

Submitted on: 1/30/2023 5:14:27 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Montgomery Meyer	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose SB125

SB-125

Submitted on: 1/30/2023 5:54:36 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cisco Valeho	Individual	Oppose	Written Testimony Only

Comments:

My name is Cisco Valeho and I oppose SB 125

SB-125

Submitted on: 1/30/2023 7:56:30 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ted Scott	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose bill SB125

SB-125

Submitted on: 1/30/2023 8:39:11 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Neil Tupas	Individual	Oppose	Written Testimony Only

Comments:

Hello. My name is Neil Tupas and I oppose Bill SB125. This bill does nothing in supporting the workers and peoples of Hawaii. Hawaii is already very expensive, locals are leaving the island, and people are constantly pushed to take on more than 1 job just to keep out of the streets. All these and trying to build a family, it's just impossible. We are not talking about the already low minimum wage in Hawaii compared to living expenses, but rather the people who are part of the service industry on the island which is the biggest industry available for locals. The wages of tip workers in the restaurant, hotels, and airports effects so many people that small increments on the wages of the tip workers will have such a big effect on the conditions of people living on the island. Other states have already implemented a mandatory minimum wage for tipped workers regardless of their tips, and nothing significant has changed except for the fact that tip workers are treated the same level as regular workers and they should be. Restaurant workers can still get tips, as for anyone who anyone feels goes above and beyond their service.

SB-125

Submitted on: 1/30/2023 9:21:37 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Will Caron	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty at all, and particularly to this outrageously high level. The tip credit is, in reality, a tip penalty that puts low-wage workers at increased risk of falling into poverty. Reliance on tipping as essential income—a reliance that is accentuated when the tip credit reduces a worker's wage pay below an already insufficient minimum wage level—puts workers at increased risk of experiencing sexual harassment in the workplace as well. Please kill SB125.

SB-125

Submitted on: 1/30/2023 9:23:39 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Micah Kahumoku	Individual	Oppose	Written Testimony Only

Comments:

I oppose to SB125.

SB-125

Submitted on: 1/30/2023 10:17:49 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pomai Kalama	Individual	Oppose	Remotely Via Zoom

Comments:

I strongly oppose this bill.

SB-125

Submitted on: 1/30/2023 10:31:18 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Robert Like	Individual	Oppose	Written Testimony Only

Comments:

I Robert Like, oppose to bill SB125. I do not agree with the increased taxation on tip credit.

SB-125

Submitted on: 1/30/2023 11:35:15 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dylan Ramos	Individual	Oppose	Written Testimony Only

Comments:

Aloha,

While I appreciate efforts to transition away from the tip penalty, I must **OPPOSE** this bill's tepid incrementalism. Yes, we are talking about big changes, but the bottom line is that the tip credit undermines the movement to establish a living wage for all Hawaii workers.

Mahalo,
Dylan Ramos
96816

SB-125

Submitted on: 1/31/2023 3:49:30 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sam Filipo	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB125

Chair Sharon Moriwaki
Vice Chair Chris Lee

Senate Committee on Labor & Technology

Wednesday, February 1, 2023
3:00PM

TESTIMONY IN STRONG OPPOSITION TO SB125 RELATING TO THE TIP CREDIT

Aloha Chair Moriwaki, Vice Chair Lee, Members of the Senate Committee on Labor & Technology,

My name is Jun Shin. I am a graduate of the University of Hawai‘i at Mānoa, testifying as an individual in **STRONG OPPOSITION** to **SB125**, Relating to the Tip Credit.

I am strongly opposed to expanding the tip “credit” to 20% of Hawai‘i’s minimum wage starting in January 2024. This is just wrong and already a serious issue with workplaces that pay minimum wage or above. Alongside the racist and sexist origins of the tip “credit”, the tip PENALTY expands an unfair and unjust system, continuing to put tipped workers in a position where they will need to endure humiliating, degrading, and exploitative situations in order to make enough in tips to pay the bills in order to just survive¹. Also, what happens on slower days?

Given that the employer’s successes are only possible due to their workers, it is only right for the employer to meet their obligations in return and not pass it onto their customers.

Please **DEFER SB125** and champion the interests of working people.

Mahalo for the opportunity to testify,

Jun Shin,
State House District 23 | State Senate District 12
Cell: 808-255-6663
Email: junshinbusiness729@gmail.com

¹ https://onefairwage.site/wp-content/uploads/2022/05/OFW_FactSheet_USA.pdf

SB-125

Submitted on: 1/31/2023 5:42:12 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Gabriel	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose SB125

SB-125

Submitted on: 1/31/2023 6:28:00 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Zorich Palimoo	Individual	Oppose	Remotely Via Zoom

Comments:

I strongly Oppose SB125

SB-125

Submitted on: 1/31/2023 6:51:17 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Levi Archuleta	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill.

SB-125

Submitted on: 1/31/2023 7:00:46 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lisa Galloway	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer.

SB-125

Submitted on: 1/31/2023 7:44:45 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dillon Hullinger	Individual	Support	Written Testimony Only

Comments:

I am in support of this Bill

SB-125

Submitted on: 1/31/2023 7:51:21 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alfonso Pitolo	Individual	Oppose	Written Testimony Only

Comments:

I am opposed to the 20% increase tax on the tips.

SB-125

Submitted on: 1/31/2023 8:03:01 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pita Hiko	Individual	Oppose	Remotely Via Zoom

Comments:

Opposing the employer taxing the employees tips

SB-125

Submitted on: 1/31/2023 8:25:37 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Aaron Miyashiro	Individual	Oppose	Remotely Via Zoom

Comments:

Opposing Bill SB125

SB-125

Submitted on: 1/31/2023 8:26:49 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
zachary matsunaga	Individual	Oppose	Written Testimony Only

Comments:

i oppose this bill.

SB-125

Submitted on: 1/31/2023 9:22:04 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Julianna Davis	Individual	Oppose	Written Testimony Only

Comments:

My name is Julianna Davis and I am strongly opposed to SB 125 relating to the tip credit. The workers of Hawai'i should not be punished with a 20% of minimum wage tip credit. I believe this is simply an excuse for corporations to pay their employees less in order to fill their own pockets. I support the elimination of the tip credit because tipped workers deserve to receive a full wage just like any other worker here in Hawai'i, and this tip penalty actively works against that.

Mahalo,

Julianna

SB-125

Submitted on: 1/31/2023 9:33:41 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Isis Usborne	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer. We need to be paying workers more, not less!

SB-125

Submitted on: 1/31/2023 10:06:32 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaleo Buck	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose SB125

SB-125

Submitted on: 1/31/2023 10:20:11 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mary K Ochs	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty . Not only that, the practice has changed tipping from a gesture of appreciation for good service to an obligation to subsidize the living expenses of restaurant workers. The customer should not be the difference between poverty wages or otherwise. Many restaurant workers make minimal tips, work limited hour and need one or two more jobs to make ends meet. SB 125 is a bad deal for these workers and create a more unstable workforce for restaurants.

Mahalo for your consideration.

Mary Ochs

SB-125

Submitted on: 1/31/2023 10:30:29 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alfred Horner	Individual	Oppose	Written Testimony Only

Comments:

I Alfred Horner oppose

SB-125

Submitted on: 1/31/2023 10:31:57 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nathan Dudoit	Individual	Oppose	Written Testimony Only

Comments:

I am opposed to SB125 relating to the tip credit. This measure puts an unfair burden on tipped employees and essentially keeps them in a static state of struggle. I urge our elected officials to vote this measure down and allow our working people a chance to improve their lives.

Respectfully

Nathan Dudoit

SB-125

Submitted on: 1/31/2023 10:54:14 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Collin Mansanas	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose SB125

SB-125

Submitted on: 1/31/2023 10:57:13 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Robert Decker	Individual	Oppose	Written Testimony Only

Comments:

Strongly Oppose this Tip Credit!

SB-125

Submitted on: 1/31/2023 11:33:46 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Yamaguchi	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB 125.

Mahalo

SB-125

Submitted on: 1/31/2023 11:49:54 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Serena Takahashi	Individual	Oppose	Written Testimony Only

Comments:

Opposing SB125

SB-125

Submitted on: 1/31/2023 11:53:06 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dural Duenas	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB125

SB-125

Submitted on: 1/31/2023 11:55:39 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
John Rabanal	Individual	Oppose	Remotely Via Zoom

Comments:

I oppose this bill

SB-125

Submitted on: 1/31/2023 2:45:52 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Victor Papapa	Individual	Oppose	Written Testimony Only

Comments:

I oppose sb125, this bill will discourage people to work in our services industry!

SB-125

Submitted on: 1/31/2023 2:55:38 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kelly Cogo	Individual	Oppose	Written Testimony Only

Comments:

Aloha Chair Moriwaki and Vice Chair Lee,

My name is Kelly Cogo and I'm from the Hale 'Oluea Clubhouse part of Hawaii Clubhouse Advocacy Coalition. I am in opposition of SB125 because I feel everyone deserves a Minimum Wage especially due to the high cost of living in Hawaii.

Thank you for your time.

Ms. Kelly A. Cogo

LATE

SB-125

Submitted on: 1/31/2023 3:00:34 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Falaniko Vitale	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose SB125

LATE

SB-125

Submitted on: 1/31/2023 3:29:14 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Misunas	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill.

LATE

SB-125

Submitted on: 1/31/2023 5:24:52 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Maria Rallojaj	Individual	Oppose	Written Testimony Only

Comments:

Dear Chair Moriwaki, Vice Chair Lee and Members of the Committee,

My name is Maria Rallojaj. I was a part-time server recently and had been doing it for four years. I strongly oppose the expansion of the tip credit in SB 125. As a restaurant worker, I can attest to the harm that this policy would cause for myself and my coworkers.

The tip credit allows employers to pay tipped employees a lower minimum wage than non-tipped workers, with the assumption that the employee will make up the difference through tips. However, this assumption is often false. Tips are unpredictable and inconsistent, and many restaurant workers need to earn more in tips to make up the difference. This results in tipped workers being paid a wage far below the minimum wage, leaving them in a constant state of financial insecurity.

Furthermore, the expansion of the tip credit would exacerbate the already existing wage gap between tipped and non-tipped workers. Tipped workers, who are disproportionately women and people of color, already face higher rates of poverty and discrimination in the workplace. Expanding the tip credit would only further entrench these inequalities.

In conclusion, the expansion of the tip credit in SB125 would be a devastating blow to restaurant workers, who are already struggling to make ends meet. I strongly urge the legislature to reject this harmful policy and instead work towards a fair and livable wage for all workers.

Thank you for your time and consideration.

Sincerely,
Maria Rallojaj

LATE

SB-125

Submitted on: 2/1/2023 11:33:04 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Flora Patton	Individual	Oppose	Written Testimony Only

Comments:

Aloha Chair Moriwaki and Vice Chair Lee,

My name is Flora Patton and I am part of Waipahu Aloha Clubhouse, part of the Hawaii Clubhouse Advocacy Coalition. I am writing in opposition to SB125 because everyone should make the minimum wage. People need to pay their bills and they cant depend on the generosity of the public, especially now because everything is more expensive.

So please oppose SB125.

Thank you for your time,

Flora Patton

LATE

SB-125

Submitted on: 2/1/2023 11:50:44 AM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Linda Wakatake	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose this bill.

Linda Wakatake

LATE

SB-125

Submitted on: 2/1/2023 1:20:51 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Zack Stoddard	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose expanding the tip penalty. This policy puts low-wage workers at increased risk of falling into poverty and of experiencing sexual harassment and other forms of labor exploitation. Not only that, the practice has changed tipping from a gesture of appreciation for good service to a de facto moral obligation to subsidize the living expenses of restaurant workers—an obligation that should always be on the employer, not the customer.

LATE

Joli Tokusato

Feb 1 3p oral testimony rm 224
1 opposed SB 125

1 support SB 270