



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

February 28, 2023

To: The Honorable Donovan M. Delacruz, Chair,
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair and
Members of the Senate Committee on Ways and Means

Date: Tuesday, February 28, 2023
Time: 10:00 a.m.
Place: Conference Room 211, State Capitol

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

Re: S.B. 1385 S.D. 1 RELATING TO THE WAGE AND HOUR LAW

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR strongly supports** this Governor's Package proposal. SB1385 SD1 proposes to amend the Wage and Hour Law, Chapter 387, Hawaii Revised Statutes (HRS), by deleting the exclusion from coverage for individuals guaranteed a monthly compensation of \$2,000 or more a month, from the definition of "employee" in §387-1.

II. CURRENT LAW

The definition of "employee" in §387-1 excludes an individual who is employed at a guaranteed compensation totaling \$2,000 or more a month. These employees are not provided the protection of minimum or overtime wage rates. Their employers do not have to comply with recordkeeping provisions also designed to protect workers.

III. COMMENTS ON THE SENATE BILL

The DLIR strongly supports this measure to provide more workers with protections afforded by the minimum wage rates, overtime rates, and recordkeeping requirements that exist for employers and employees covered under the Wage and Hour Law, and thereby promoting the health, efficiency, and well-being of Hawaii's workforce. Without this amendment an employer could schedule an individual to work unlimited hours and pay the worker a guaranteed monthly compensation of \$2,000 without regard to additional compensation for overtime.

The \$2,000 guaranteed monthly compensation for exemption is also less than an employee earning the current minimum wage of \$12.00 per hour and will be even lower when the minimum wage increases through 2028.

SB-1385-SD-1

Submitted on: 2/23/2023 8:33:04 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Testifying for Rainbow Family 808	Support	Written Testimony Only

Comments:

Rainbow Family 808 supports SB1385. Please pass this bill.

Mike Golojuch, Sr., Secretary/Board Member

SB-1385-SD-1

Submitted on: 2/25/2023 1:53:23 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Joseph Kohn MD	Testifying for We Are One, Inc. - www.WeAreOne.cc - WAO	Support	Written Testimony Only

Comments:

Fixing a Minimum Wage Loophole

SB 1385 SD1 expands the coverage of employees and employers covered under the minimum wage, overtime, and record-keeping requirements of chapter 387, Hawai'i Revised Statutes, by deleting from the definition of "employee" employees guaranteed a monthly compensation of \$2,000 or more.

Mahalo for working to address this loophole in the state minimum wage law. We support this bill and think all workers should be protected by the state's minimum wage law.

www.WeAreOne.cc

TESTIMONY BEFORE THE SENATE COMMITTEE ON WAYS & MEANS

RE: SB 1385 SD1 - RELATING THE WAGE AND HOUR LAW

TUESDAY, FEBRUARY 28, 2023

JASON BRADSHAW, CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Dela Cruz and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **supports SB 1385, SD1, relating to the wage and hour law.** This bill expands the coverage of employees and employers covered under the minimum wage, overtime, and recordkeeping requirements of chapter 387, Hawai'i Revised Statutes, by deleting from the definition of "employee" employees guaranteed a monthly compensation of \$2,000 or more.

The Democratic Party of Hawaii Labor Caucus strongly opposes any subminimum wage and believes all workers should be paid a living wage. **The purpose of SB 1385 is to fix a loophole that currently exists that could allow employers to convert hourly workers to salaried positions and pay them below the current minimum wage of \$12 dollars an hour and eventually well below \$18 an hour.**

The current language in section 387-1 of the Hawaii Revised Statutes states "at a guaranteed compensation totaling \$2,000 or more a month, whether paid weekly, biweekly or monthly." **This could mean paying workers if converted to hourly wages roughly \$11.54 an hour and clearly establishing a subminimum wage for salaried workers.**

We believe deleting the fixed amount in section 387-1 is an acceptable solution or suggesting adding language such as equal to the monthly earnings of an employee who is compensated at the minimum wage rate pursuant to section 387-2. This will ensure salaried workers are paid at least the same as the current minimum wage.

Thank you for the opportunity to testify in support.

SB-1385-SD-1

Submitted on: 2/26/2023 12:44:44 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawaii	Support	Written Testimony Only

Comments:

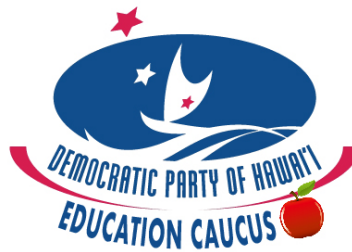
Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai‘i; Hawai‘i’s oldest and largest policy and political LGBTQIA+ focused organization fully supports SB 1385 SD 1.

We hope you all will support this important piece of legislation.

Mahalo nui loa,

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



SENATE BILL 1385, SD1, RELATING TO THE WAGE AND HOUR LAW

FEBRUARY 28, 2023 · SENATE WAYS AND MEANS
COMMITTEE · CHAIR SEN. DONOVAN DELA CRUZ

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 1385, SD1, relating to the wage and hour law, which expands the coverage of employees and employers covered under the minimum wage, overtime, and recordkeeping requirements of chapter 387, Hawai'i Revised Statutes, by deleting from the definition of "employee" employees guaranteed a monthly compensation of \$2,000 or more.

A living wage is a human right. Currently, the MIT Living Wage Calculator estimates a living wage in Honolulu to be \$22.76/hour for a single individual with no children. Similarly, according to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$37,646 to achieve self-sufficiency in Hawai'i in 2020, while a single parent with one child required \$64,926. Adjusted for inflation, DBEDT's reporting shows that in 2022, a single minimum wage worker must earn at least \$19.36/hour to survive on our shores, a number that rises to \$19.94/hour for Honolulu.

Lawmakers responded to this economic strain by passing Act 114 last year, which gradually raises the state's minimum wage to \$18/hour by 2028. A technical correction is needed to fully effectuate this measure, however, and ensure that businesses are not able to subvert the minimum wage

law that legislators passed last session—which established the highest state-level minimum wage rate in the nation—by surreptitiously moving hourly workers into salaried positions that pay monthly earnings of less than the minimum wage rate.

Currently, the definition of employee that is contained in HRS §387-1 includes an exemption for employees who earn \$2,000 each month. That equates to an \$11.54/hour wage, which is already less than the state’s \$12/hour minimum wage. If left unchecked, this gap will only widen in the future. Thus, action is needed to close this loophole in Hawai’i’s wage and hour law and protect the financial security of low-income workers.

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



SB 1385, SD1, RELATING TO THE WAGE AND HOUR LAW

FEBRUARY 28, 2023 · SENATE WAYS AND MEANS
COMMITTEE · CHAIR SEN. DONOVAN DELA CRUZ

POSITION: Support.

RATIONALE: Imua Alliance supports SB 1385, SD1, relating to the wage and hour law, which expands the coverage of employees and employers covered under the minimum wage, overtime, and recordkeeping requirements of chapter 387, Hawai'i Revised Statutes, by deleting from the definition of "employee" employees guaranteed a monthly compensation of \$2,000 or more.

A living wage is a human right. Currently, the MIT Living Wage Calculator estimates a living wage in Honolulu to be \$22.76/hour for a single individual with no children. Similarly, according to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$37,646 to achieve self-sufficiency in Hawai'i in 2020, while a single parent with one child required \$64,926. Adjusted for inflation, DBEDT's reporting shows that in 2022, a single minimum wage worker must earn at least \$19.36/hour to survive on our shores, a number that rises to \$19.94/hour for Honolulu.

Lawmakers responded to this economic strain by passing Act 114 last year, which gradually raises the state's minimum wage to \$18/hour by 2028. A technical correction is needed to fully effectuate this measure, however, and ensure that businesses are not able to subvert the minimum wage law that legislators passed last session—which established the highest state-level minimum wage rate in the nation—by surreptitiously moving hourly workers into salaried positions that pay monthly earnings of less than the minimum wage rate.

Currently, the definition of employee that is contained in HRS §387-1 includes an exemption for employees who earn \$2,000 each month. That equates to an \$11.54/hour wage, which is already less than the state's \$12/hour minimum wage. If left unchecked, this gap will only widen in the future. Thus, action is needed to close this loophole in Hawai'i's wage and hour law and protect the financial security of low-income workers.

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



Daniel Ross, RN
President

Gary Nuber
Director of Field Services

1600 Ala Moana Blvd. Suite 100
Honolulu, HI 96815

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The Thirty-Second Legislature, State of Hawai'i
Hawai'i State Senate
Committees on Ways and Means
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

Testimony by
Hawaii Nurses Association
February 28, 2023

SB 1385, SD1 – RELATING TO THE WAGE AND HOUR LAW.

The Hawaii Nurses Association -OPEIU Local 50 is affiliated with the AFL-CIO and was founded in 1917 and represents 4,000 nurses in the State of Hawaii. We are grateful to testify in **SUPPORT** of SB 1385, SD1.

Currently, the definition of employee that is contained in HRS §387-1 includes an exemption for employees who earn \$2,000 each month. That equates to an \$11.54/hour wage, which is already less than the state's \$12/hour minimum wage. If left unchecked, this gap will only widen in the future. Thus, action is needed to close this loophole in Hawai'i's wage and hour law and protect the financial security of low-income workers. Please support this bill to protect the financial security of Hawai'i's working families.

Thank you for your consideration and we urge you to vote in support of SB 1385, SD1.

Respectfully,

Daniel Ross
President



HIPHI Board

Misty Pacheco, DrPH
Chair
University of Hawai'i at Hilo

JoAnn Tsark, MPH
Secretary
John A. Burns School of Medicine,
Native Hawaiian Research Office

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Na'au Healing Center

Camonia Graham - Tutt, PhD
University of Hawai'i - West O'ahu

Carissa Holley, MEd
Hale Makua Health Services

Dina Shek, JD
Medical-Legal Partnership
For Children in Hawai'i

Garret Sugai
HMSA

Kathleen Roche, MS, RN, CENP
Kaiser Permanente

May Okihiro, MD, MS
John A. Burns School of Medicine,
Department of Pediatrics

Titiimaea Ta'ase, JD
State of Hawai'i, Deputy Public
Defender

HIPHI Initiatives

Coalition for a
Tobacco-Free Hawai'i

Community Health
Worker Initiative

COVID-19 Response

Hawai'i Drug & Alcohol-Free
Coalitions

Hawai'i Farm to School Hui

Hawai'i Oral Health Coalition

Hawai'i Public Health Training Hui

Healthy Eating + Active Living

Kūpuna Collective

Date: February 27, 2023

To: Senator Donovan Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
Members of the Committee on Ways and Means

Re: Support SB 1385 SD1 Relating to Family Leave

Hrg: Tuesday, February 28, 2023, at 10 AM, Conf Rm 211

The Hawai'i Public Health Instituteⁱ, **supports SB 1385 SD1**. This bill would expand the coverage of employees and employers covered under minimum wage, overtime, and recordkeeping requirements of Chapter 387, Hawai'i Revised Statutes, by deleting employees guaranteed a monthly compensation of \$2,000 or more from the definition of "employee".

Currently, the definition of employee that is contained in HRS §387-1 includes an exemption for employees who earn \$2,000 each month. That equates to an \$11.54/hour wage, which is already less than the state's \$12/hour minimum wage. If left unchecked, this gap will only widen in the future. Thus, action is needed to close this loophole in Hawai'i's wage and hour law and protect the financial security of low-income workers.

Health improves with increasing income, and the impacts of a rise in income are greatest for those at the lowest end of the wage scale. Research shows that those who move out of the lowest income level to the next receive the greatest percentage increase in life expectancy and health status. Please support this bill to protect the financial security of Hawai'i's working families.

Thank you for the opportunity to provide testimony in support of SB1385 SD1.

Mahalo,

A handwritten signature in black ink that reads 'Peggy Mierzwa'. The signature is written in a cursive, flowing style.

Peggy Mierzwa
Policy & Advocacy Director
Hawaii Public Health Institute

ⁱ Hawai'i Public Health Institute is a hub for building healthy communities, providing issue-based advocacy, education, and technical assistance through partnerships with government, academia, foundations, business, and community-based organizations.



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 Ways and Means

Testimony by
Hawai'i State AFL-CIO
February 28, 2023

S.B. 1385 – RELATING TO THE WAGE
AND HOUR LAW

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 **support** of S.B. 1385.

With minimum wage on the rise, the Wage and Hour law must protect workers who receive guaranteed compensation of \$2,000 or more a month from falling below the minimum and overtime wage rates. Mere exclusion from the list of exempt employees will protect workers with guaranteed pay on the lower end from falling below the current minimum and overtime wage rates.

We appreciate your consideration of our testimony in **support** of S.B. 1385.

Respectfully,

Randy Perreira
President

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 Ways and Means

Testimony by IATSE 665
February 27th, 2023

S.B. 1385 SD1 - RELATING TO THE WAGE AND HOUR LAW

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate 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 supports SB71385 SD 1** relating to the wage and hour law.

This bill expands the coverage of employees and employers covered under the minimum wage, overtime, and recordkeeping requirements of chapter 387, Hawai'i Revised Statutes, by deleting from the definition of "employee" employees guaranteed a monthly compensation of \$2,000 or more. Local 665 strongly opposes any subminimum wage and believes all workers should be paid a living wage.

The purpose of SB 1385 is to fix a loophole that currently exists that could allow employers to convert hourly workers to salaried positions and pay them below the current minimum wage of \$12 dollars an hour and eventually well below \$18 an hour.

The current language in section 387-1 of the Hawaii Revised Statutes states "at a guaranteed compensation totaling \$2,000 or more a month, whether paid weekly, biweekly or monthly." This could mean paying workers if converted to hourly wages roughly \$11.54 an hour and clearly establishing a subminimum wage for salaried workers. We believe deleting the fixed amount in section 387-1 is an acceptable solution or suggesting adding language such as equal to the monthly earnings of an employee who is compensated at the minimum wage rate pursuant to section 387-2. This will ensure salaried workers are paid at least the same as the current minimum wage. Thank you for the opportunity to testify in support.

In Solidarity,



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



LATE

Senate Committee on Ways and Means

Hawai'i Alliance for Progressive Action (HAPA) Support: SB1385 SD1

Tuesday, February 28, 2023 10 a.m. Conference Room 211

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and Members of the Committee,

HAPA supports SB1385 SD1 which expands the coverage of employees and employers covered under the minimum wage, overtime, and recordkeeping requirements of chapter 387, Hawai'i Revised Statutes, by deleting from the definition of "employee" employees guaranteed a monthly compensation of \$2,000 or more.

Currently, the definition of employee that is contained in HRS §387-1 includes an exemption for employees who earn \$2,000 each month. That equates to an \$11.54/ hour wage, which is already less than the state's \$12/hour minimum wage. If left unchecked, this gap will only widen in the future. Thus, action is needed to close the loophole in Hawai'i's wage and hour law and protect the financial security of low-income workers.

Please support SB1385 SD1 this bill to protect the financial security of Hawai'i's working families.

Mahalo for your consideration,

A handwritten signature in black ink, appearing to read 'Anne Frederick'.

Anne Frederick
Executive Director

SB-1385-SD-1

Submitted on: 2/25/2023 12:09:42 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

SB-1385-SD-1

Submitted on: 2/25/2023 12:38:49 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Doris Segal Matsunaga	Testifying for Save Medicaid Hawaii	Support	Written Testimony Only

Comments:

Save Medicaid Hawaii supports SB 1385 SD 1

SB-1385-SD-1

Submitted on: 2/25/2023 1:45:28 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Greg Crawford	Individual	Support	Written Testimony Only

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

Greg Crawford

SB-1385-SD-1

Submitted on: 2/25/2023 2:28:51 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Deb Nehmad	Individual	Support	Written Testimony Only

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

SB-1385-SD-1

Submitted on: 2/25/2023 4:20:41 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

Chair Donovan Dela Cruz
Vice Chair Gilbert Keith-Agaran

Senate Committee on Ways & Means

Tuesday, February 28, 2023
10:00 AM

**TESTIMONY IN SUPPORT OF SB1385 SD1 RELATING TO THE WAGE & HOUR
LAW**

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, Members of the Senate Committee on Ways & Means,

My name is Jun Shin. I am a recent graduate of the University of Hawai'i at Mānoa, a son of the working class, and a member of the Hawai'i State Youth Commission, testifying as an individual in **SUPPORT** of **SB1385 SD1**, Relating to the Wage & Hour Law.

Currently, the definition of an employee/worker that is contained in HRS §387-1 includes an exemption for employees who earn \$2,000 each month. That is around \$11.54/hr, which is already less than the state's current minimum wage of \$12/hr. Thanks to years of struggle, the minimum wage will rightfully continue to increase \$2 in 2024, \$2 in 2026, and \$2 in 2028, which will ultimately bring up Hawai'i's minimum wage to \$18/hr.

This means that the current gap in pay between a worker covered under the wage and hour law and a worker who is exempted from that law has the potential to grow (legally!) because while some employers may out of moral, ethical, or logical reasons decide to raise the pay for exempted workers, they will not be obligated to do so. To be very frank, \$12/hr or even \$18/hr is far from a livable wage, the legislature must do much, much more to make life livable and easier for working class families, but in the meantime, workers deserve to have as much money as possible in their pockets at the end of the day. Please **PASS Senate Bill 1385 SD1** out of your committee.

Mahalo for the opportunity to testify,

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

SB-1385-SD-1

Submitted on: 2/25/2023 10:12:50 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kathy Shimata	Individual	Support	Written Testimony Only

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

SB-1385-SD-1

Submitted on: 2/26/2023 5:06:54 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Tony Radmilovich	Individual	Support	Written Testimony Only

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

SB-1385-SD-1

Submitted on: 2/26/2023 10:47:13 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Matthew Grover	Individual	Support	Written Testimony Only

Comments:

Thank you for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

Regards,

Matthew Grover (Waikiki)

SB-1385-SD-1

Submitted on: 2/26/2023 6:07:04 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Shay Chan Hodges	Individual	Support	Written Testimony Only

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

SB-1385-SD-1

Submitted on: 2/26/2023 8:06:28 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

I am grateful that the Legislature is seeking to fix the loophole in the state's minimum wage law. I strongly support this bill. I think that all of Hawaii's workers should be afforded the protection of Hawaii's minimum wage law. Mahalo for attending to this problem and trying to rectify this matter by passing this bill.

John Witeck

SB-1385-SD-1

Submitted on: 2/26/2023 9:07:43 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Christy MacPherson	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and members of the Senate Committee on Ways and Means,

I am in strong support of SB1385 SD1.

Mahalo for your consideration.

SB-1385-SD-1

Submitted on: 2/26/2023 9:29:34 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Elizabeth Hansen	Individual	Support	Written Testimony Only

Comments:

Aloha:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

Elizabeth Hansen, Hakalau HI 96710

SB-1385-SD-1

Submitted on: 2/26/2023 10:13:24 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Rodger Hansen	Individual	Support	Written Testimony Only

Comments:

Aloha and Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.

Rodger Hansen, Hakalau HI 96710

SB-1385-SD-1

Submitted on: 2/27/2023 7:55:59 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

Hello,

My name is Nanea Lo. I'm born and raised in the Hawaiian Kingdom a Kanaka Maoli.

I'm writing in SUPPORT of SB1385 SD1.

Currently, the definition of employee that is contained in HRS §387-1 includes an exemption for employees who earn \$2,000 each month. That equates to an \$11.54/hour wage, which is already less than the state's \$12/hour minimum wage. If left unchecked, this gap will only widen in the future. Thus, action is needed to close this loophole in Hawai'i's wage and hour law and protect the financial security of low-income workers. Please support this bill to protect the financial security of Hawai'i's working families.

me ke aloha 'āina,
Nanea Lo, Mō'ili'ili

LATE

SB-1385-SD-1

Submitted on: 2/27/2023 1:34:46 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
ANDREW ISODA	Individual	Support	Written Testimony Only

Comments:

Mahalo for working to address this loophole in the state minimum wage law. I support this bill and think all workers should be protected by the state's minimum wage law.