

Honolulu, Hawaii

APR 24 2025

RE: S.B. No. 1454
S.D. 1
H.D. 2
C.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Sir and Madam:

Your Committee on Conference on the disagreeing vote of the Senate to the amendments proposed by the House of Representatives in S.B. No. 1454, S.D. 1, H.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO THE WAGE AND HOUR LAW,"

having met, and after full and free discussion, has agreed to recommend and does recommend to the respective Houses the final passage of this bill in an amended form.

The purpose of this measure is to:

- (1) Require the Department of Labor and Industrial Relations to issue an order of wage payment violation to employers found to be in violation of the State's Wage and Hour Law;
- (2) Establish penalties, enforcement, and appeal procedures; and
- (3) Amend the definition of "wage" to clarify that it means compensation for labor or services rendered by an employee, regardless of how it is calculated.



Your Committee on Conference finds that existing law allows the Department of Labor and Industrial Relations to issue orders of wage payment violations and assess penalties under the Payment of Wages and Other Compensation Law, such as violations relating to payment of wages, wage theft, and other compensation, but not for violations of the Wage and Hour Law, such as minimum wage or overtime requirements, leading to enforcement issues. Therefore, this measure establishes processes for the Department of Labor and Industrial Relations to issue orders of wage payment violations under the State's Wage and Hour Law, to ensure equal protections for a larger group of low-wage earners.

Your Committee on Conference has amended this measure by:

- (1) Making it effective upon its approval; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the managers of your Committee on Conference that is attached to this report, your Committee on Conference is in accord with the intent and purpose of S.B. No. 1454, S.D. 1, H.D. 2, as amended herein, and recommends that it pass Final Reading in the form attached hereto as S.B. No. 1454, S.D. 1, H.D. 2, C.D. 1.

Respectfully submitted on behalf
of the managers:

ON THE PART OF THE HOUSE

ON THE PART OF THE SENATE



JACKSON D. SHIMAMA
Co-Chair



AMY A. PERRUSO
Co-Chair



HENRY J.C. AQUINO
Chair





KARL RHOADS
Co-Chair



Hawai'i State Legislature

CLR 70

Record of Votes of a Conference Committee

Bill / Concurrent Resolution No.: SB 1454, SD 1, HD 2					Date/Time: 4/24/25 10:30 am				
<input checked="" type="checkbox"/> The recommendation of the House and Senate managers is to pass with amendments (CD).									
<input type="checkbox"/> The Committee is reconsidering its previous decision.									
<input type="checkbox"/> The recommendation of the Senate Manager(s) is to AGREE to the House amendments made to the Senate Measure					<input type="checkbox"/> The recommendation of the House Manager(s) is to AGREE to the Senate amendments made to the House Measure.				
Senate Managers	A	WR	N	E	House Managers	A	WR	N	E
AQUINO, Henry J.C., Chr.	✓				SAYAMA, Jackson D., Co-Chr.	✓			
RHOADS, Karl, Co-Chr.	✓				PERRUSO, Amy A., Co-Chr.	✓			
FEVELLA, Kurt	✓				REYES ODA, Julie	✓			
TOTAL	3				TOTAL	3			
A = Aye		WR = Aye with Reservations			N = Nay		E = Excused		
Senate Recommendation is:					House Recommendation is:				
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted					<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Senate Lead Chair's or Designee's Signature:					House Lead Chair's or Designee's Signature:				
									
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