



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

January 28, 2025

To: The Honorable Jackson D. Sayama, Chair,
The Honorable Mike Lee, Vice Chair, and
Members of the House Committee on Labor

Date: Tuesday, January 28, 2025
Time: 9:00 a.m.
Place: Conference Room 309, State Capitol

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

Re: H.B. 222 RELATING TO THE WAGE AND HOUR LAW

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR offers comments** on this proposal. HB222 proposes to amend the Wage and Hour Law, Chapter 387, Hawaii Revised Statutes (HRS), by adding an exclusion to the definition of "employee" in §387-1 Definitions, for individuals employed in agriculture and primarily engaged in the range production of livestock.

II. CURRENT LAW

Under §387-1, the definition of "employee" excludes any individual employed in agriculture for any workweek in which the employer of the individual employs less than 20 employees or in agriculture for any workweek in which the individual is engaged in coffee harvesting.

III. COMMENTS ON THE HOUSE BILL

Currently, notwithstanding coffee harvesting, an individual employed in agriculture (including the raising of livestock) in which the employer of the individual employs less than 20 employees, is exempt from the requirements of Chapter 387, HRS, including the requirement to be paid minimum wage and overtime. An employee of an employer who employs 20 or more employees in agriculture, would be covered under Chapter 387, HRS.



Hawaii Cattlemen's Council, Inc.

COMMITTEE ON LABOR
Rep. Jackson D. Sayama, Chair
Rep. Mike Lee, Vice Chair

HB222
RELATING TO THE WAGE AND HOUR LAW

Tuesday, January 28, 2025, 9:00AM
Conference Room 309 & Videoconference

Chair Sayama, Vice Chair Lee, and Members of the Committee,

The Hawaii Cattlemen's Council **supports HB222** which amends the definition of "employee" in Hawaii's wage and hour law by excluding individuals who are primarily engaged in the range production of livestock.

The daily tasks of a livestock producer vary widely on any given day, and flexibility is needed. There is an existing exemption for range production of livestock in the federal Occupational Safety and Health Act of 1970, and this bill amends Section 387-1, HRS to match up with that exemption.

We appreciate the opportunity to testify on this measure. The Hawaii Cattlemen's Council (HCC) is the Statewide umbrella organization comprised of the four county-level Cattlemen's Associations. Our member ranchers represent over 60,000 head of beef cows; more than 75% of all the beef cows in the State. Ranchers are the stewards of over 750 thousand acres of land in Hawaii, or 20% of the State's total land mass. We represent the interests of Hawaii's cattle producers.

Nicole Galase
Hawaii Cattlemen's Council
Managing Director



HB-222

Submitted on: 1/26/2025 8:18:55 AM

Testimony for LAB on 1/28/2025 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Theresa M Thompson	Individual	Support	Written Testimony Only

Comments:

I support 222 HB RELATING TO THE WAGE AND HOUR LAW.

Thank you,

Theresa Thompson