

yamashita1-----Kristen

From: mailinglist@capitol.hawaii.gov
Sent: Monday, February 28, 2011 2:47 PM
To: LABtestimony
Cc: theede@hawaii.rr.com
Subject: Testimony for HR49 on 3/1/2011 11:00:00 AM

Testimony for LAB 3/1/2011 11:00:00 AM HR49

Conference room: 309
Testifier position: support
Testifier will be present: No
Submitted by: Teri Heede
Organization: Individual
Address:
Phone:
E-mail: theede@hawaii.rr.com
Submitted on: 2/28/2011

Comments:
Aloha Chairs, Vice Chairs and Committee Members!

Mahalo for hearing this important legislation. I strongly support this legislation because it will lift be an enormous benefit in lifting women and their families out of the cycle of poverty. By not paying women equal pay for equal work we will continue a downward spiral of economic suppression that cripples our society.

Please support this necessary legislation and help your sisters, mothers, cousins and aunts feed their families.

Mahalo for your time and consideration.

yamashita1-----Kristen

From: mailinglist@capitol.hawaii.gov
Sent: Sunday, February 27, 2011 9:08 AM
To: LABtestimony
Cc: kaipokama@yahoo.com
Subject: Testimony for HCR56 on 3/1/2011 11:00:00 AM

Testimony for LAB 3/1/2011 11:00:00 AM HCR56

Conference room: 309
Testifier position: support
Testifier will be present: No
Submitted by: Kalani Kealoha
Organization: Individual
Address:
Phone:
E-mail: kaipokama@yahoo.com
Submitted on: 2/27/2011

Comments:

I stand in support of these resolutions (HCR56/HR49) to recognize fair wages for women in employment.

Today, we still face wage discrimination based on the employee's gender. Males are paid more than female employees even if they complete identical work.

Therefore, the resolutions simply are directed toward fairness in employment.

Kalani Kealoha

yamashita1-----Kristen

From: mailinglist@capitol.hawaii.gov
Sent: Saturday, February 26, 2011 11:16 PM
To: LABtestimony
Cc: smith808143@yahoo.com
Subject: Testimony for HCR56 on 3/1/2011 11:00:00 AM

Testimony for LAB 3/1/2011 11:00:00 AM HCR56

Conference room: 309
Testifier position: support
Testifier will be present: No
Submitted by: David Smith
Organization: Individual
Address:
Phone:
E-mail: smith808143@yahoo.com
Submitted on: 2/26/2011

Comments:

I strongly support HCR56 and HR49, because these measures would support fairness in wages to our women who work and complete the same essential job responsibilities as men, but are paid less, only because of the fact of their gender.

These resolutions are aimed at recognizing the unfair pay based on gender and seek fairness in pay based on work, not on gender.

David Smith

yamashita2 ----Tannya

From: Lisa Smith [smith808143@yahoo.com]
Sent: Thursday, February 24, 2011 11:42 PM
To: LABtestimony
Subject: Testimony in suport of HR49/HCR56 March 1, 2011 hearing for Labor Committee

I am in support of HCR56 & HR49 to recognize the 4th Tuesday in April as Equal Pay Day in Hawaii & urging Congress to support legislation to provide more effective remedies for victims of wage discrimination based on gender.

I am glad these measures are before you, as wage discrimination still occurs in present day business in Hawaii and worldwide.

By passing such measures as these, it will send the message that Hawaii is concerned with wage discrimination based on gender and we are doing all we can to address this unfair practice.

I also see these measures as an empowerment tool to support our working women who face unfair employment treatment at the workplace.

For the foregoing reasons, I humbly ask your Committee on Labor to pass HCR56 and HR49.

Mahalo

Lisa Smith

yamashita2 ----Tannya

From: Bertil Fox [foxhawaii2010@yahoo.com]
Sent: Thursday, February 24, 2011 11:11 PM
To: LABtestimony
Subject: Support HR49/HCR56 Tuesday, 03-01-11

I support HR49/HCR56 because these measures address a historic concern, wherein women still receive less pay when compared to their male counterpart for the same job duties.

Perhaps measures like these will better address the pay difference based on gender and start more efforts to eliminate pay differences, based on gender.

Bertil Fox
Hawaii Resident

yamashita1----Kristen

From: mailinglist@capitol.hawaii.gov
Sent: Saturday, February 26, 2011 10:55 PM
To: LABtestimony
Cc: foxhawaii2010@yahoo.com
Subject: Testimony for HCR56 on 3/1/2011 11:00:00 AM

Testimony for LAB 3/1/2011 11:00:00 AM HCR56

Conference room: 309
Testifier position: support
Testifier will be present: No
Submitted by: Bertil Fox
Organization: Individual
Address:
Phone:
E-mail: foxhawaii2010@yahoo.com
Submitted on: 2/26/2011

Comments:

I support HCR56 & HR49, because these measures recognize the 4th Tuesday in April as equal pay day in Hawaii & urging Congress to support legislation to provide more effective remedies for victims of wage discrimination based on gender. We need to pass such measures to ensure our women are recognized for their outstanding work and seeking fairness in wages for women, providing the same employment duties as men, but who are paid less.

Bertil Fox

From: Kanani Souza [kananisouza@yahoo.com]
Sent: Thursday, February 24, 2011 11:03 PM
To: LABtestimony
Subject: Testimony in support of HR49/HCR56

I provide this testimony in support of HR49/HCR56 to recognize the fourth Tuesday in April as Equal Pay Day in Hawaii and to urge Congress to support legislation to provide more effective remedies for victims of wage discrimination based on gender.

This resolution seeks to make an employees pay fair, despite a person's gender. The concern is that women are still paid far less than men, even in today's work environment.

Kanani Souza

yamashita1-----Kristen

From: Ann Freed [annfreed@hotmail.com]
Sent: Monday, February 28, 2011 2:32 PM
To: LABtestimony
Subject: HR 49/HCR 56 STRONG SUPPORT

ATTN:

COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

Rep. Karl Rhoads, Chair
Rep. Kyle T. Yamashita, Vice Chair

COMMITTEE ON ECONOMIC REVITALIZATION & BUSINESS

Rep. Angus L.K. McKelvey, Chair
Rep. Isaac W. Choy, Vice Chair

Hearing on HR49/HR56 Regarding **Equal Pay Day** in Hawai'i and urging Congress to pursue legislative remedies.

Tuesday, March 01, 2011, 11:00 a.m., Conference Room 309

Aloha Chairs Rhoads and McKelvey, and committee members.

I want to thank you so much on behalf of the Hawai'i Women's Coalition and all the women who are still trying to make ends meet for themselves and their families.

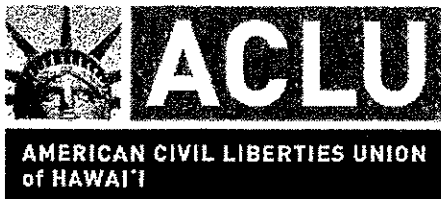
After nearly 50 years of struggling to achieve pay-equity we sadly still have a long way to go in giving women full and fair economic standing in our national and state workforce. The average pay of 77 cents on the dollar that women earn compared to men is far from fair and counterproductive to economic growth. Women who do not earn as much cannot buy as much and the downward spiral has a negative multiplier effect.

We strongly support this resolution.

Mahalo for allowing us to testify,

Ann S. Freed
Hawai'i Women's Coalition

Mililani, Hawai'i
808-623-5676



Committee: Committee on Labor & Public Employment and Committee on Economic
Revitalization & Business
Hearing Date/Time: Tuesday, March 1, 2011, 11:00 a.m.
Place: Room 309
Re: Testimony of the ACLU of Hawaii in Support of H.R. 49/H.C.R. 56

Dear Chairs Rhoads and McKelvey and Members of the Committees on Labor & Public
Employment and Economic Revitalization and Business:

The American Civil Liberties Union of Hawaii ("ACLU of Hawaii") writes in support of H.R.
49/ H.C.R. 56, which seeks to recognize the fourth Tuesday in April as Equal Pay Day in Hawaii
and urges Congress to support legislation to provide more effective remedies for victims of wage
discrimination based on gender.

Equal Pay Day marks how far a woman would have to have worked in 2011 to earn the same as
a man did in just 2010. Nearly 50 years after the Equal Pay Act became law, women, on
average, still make only 77 cents for every dollar earned by a man. Hawaii should establish
Equal Pay Day to highlight this inequity and urge Congress to support legislation like the
Paycheck Fairness Act, a bill which would provide a much needed update to the Equal Pay Act
of 1963, close loopholes in the current law, strengthen weak remedies and take steps to finally
close the wage gap.

The mission of the ACLU of Hawaii is to protect the fundamental freedoms enshrined in the U.S.
and State Constitutions. The ACLU of Hawaii fulfills this through legislative, litigation, and
public education programs statewide. The ACLU of Hawaii is a non-partisan and private non-
profit organization that provides its services at no cost to the public and does not accept
government funds. The ACLU of Hawaii has been serving Hawaii for over 40 years.

Thank you for this opportunity to testify.

Sincerely,

Laurie A. Temple
Staff Attorney
ACLU of Hawaii

American Civil Liberties Union of Hawai'i
P.O. Box 3410
Honolulu, Hawai'i 96801
T: 808.522-5900
F: 808.522-5909
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COMMUNITY ALLIANCE ON PRISONS

76 North King Street, Suite 203, Honolulu, Hawai'i 96817

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COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT

Rep. Karl Rhoads, Chair

Rep. Kyle T. Yamashita, Vice Chair

March 1, 2011

Room 309

11:00 a.m.

HCR 56/HR 49 - DESIGNATING EQUAL PAY DAY IN HAWAII SUPPORT

<http://www.capitol.hawaii.gov/emailtestimony>

Aloha Chair Rhoads, Vice Chair Yamashita and Members of the Committee!

My name is Kat Brady and I am the Coordinator of Community Alliance on Prisons, a community initiative working on prison reform and justice issues in Hawai'i for more than a decade. We respectfully offer our testimony always being mindful that Hawai'i has some 6,000 people behind bars with almost 1,800 individuals serving their sentences abroad, thousands of miles away from their loved ones, their homes and, for the disproportionate number of incarcerated Native Hawaiians, far from their ancestral lands.

HCR 56/HR 49 recognizes the fourth Tuesday in April as Equal Pay Day in Hawai'i and urges Congress to support legislation to provide more effective remedies for victims of wage discrimination based on gender.

Community Alliance on Prisons supports this family-friendly measure.

The first legislation that President Obama signed law in January 2009 was the Lilly Ledbetter Fair Pay Act. *"It is fitting that with the very first bill I sign – the Lilly Ledbetter Fair Pay Act – we are upholding one of this nation's first principles: that we are all created equal and each deserve a chance to pursue our own version of happiness."* He went on to say that he signed the legislation in honor of his own grandmother, *"who worked in a bank all her life, and even after she hit that glass ceiling, kept getting up again"* and for his daughters, *"because I want them to grow up in a nation that values their contributions, where there are no limits to their dreams."*

Sadly, Ms. Ledbetter will not see any compensation with the signing of the Act so there still remains much work to be done to reach full pay equity.

Designating the fourth Tuesday in April as Equal Pay Day is an important reminder that individuals performing the same tasks with the same skill sets are still not compensated equally. This is not fair.

Mahalo for this opportunity to testify.



HAWAII CIVIL RIGHTS COMMISSION

830 PUNCHBOWL STREET, ROOM 411 HONOLULU, HI 96813 PHONE: 586-8636 FAX: 586-8655 TDD: 568-8692

March 1, 2011
11:00 a.m.
Conf. Room 309

To: The Honorable Karl Rhoads, Chair
and Members of the House Committee on Labor and Public Employment

From: Livia Wang, Acting Chief Counsel
Bill Hoshijo, Executive Director

Re: H.R. No. 49 / H.C.R. 56

The Hawai'i Civil Rights Commission (HCRC) staff submits this memorandum to inform the Committee that the HCRC has not yet taken a position on H.R. No. 49/H.C.R. No. 56, because the HCRC Commissioners have not had the opportunity to review and take a position on this resolution. The next Commission meeting is scheduled for March 16, 2011, at which time the Commissioners will take a position on this and other resolutions.

The Commission, however, would like to inform you that discrimination in pay based on sex is currently prohibited under state law pursuant to H.R.S. § 378-2.3, which reads:

§378-2.3 Equal pay; sex discrimination.

No employer shall discriminate between employees because of sex, by paying wages to employees in an establishment at a rate less than the rate at which the employer pays wages to employees of the opposite sex in the establishment for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and that are performed under similar working conditions. Payment differentials resulting from:

- (1) A seniority system;
- (2) A merit system;

- (3) A system that measures earnings by quantity or quality of production;
 - (4) A bona fide occupational qualification; or
 - (5) A differential based on any other permissible factor other than sex
- do not violate this section. [L 2005, c 35, §2]

This law was enacted in 2005 to prevent sex discrimination in compensation by requiring all employees, regardless of sex, to receive the same wages for doing work that requires equal skill, effort and responsibility. The remedies under H.R.S. Chapter 378 are extensive and can include back pay and damages.

The HCRC takes its role and authority to testify and make recommendations to the legislature very seriously, and will do everything possible to assist you in your consideration of resolutions that relate to employment discrimination. We hope the temporary constraints we face will not cause inconvenience or difficulty for the House Committee on Labor and Public Employment. Please let us know if we can provide you any background information or answer any questions. Thank you for your understanding and patience.



DATE
DEMOCRATIC PARTY OF HAWAII

February 28, 2011

To: Representative Karl Rhoads, Chair
Representative Kyle Yamashita, Vice Chair and
Members of the House Committee on Labor and Public Employment
Representative Angus McKelvey, Chair
Representative Isaac Choy, Vice Chair and
Members of the House Committee on Economic Revitalization and Business

From: Katie Reardon, Co-chair, Hawaii State Democratic Women's Caucus

RE: HR 49/HCR 56 Recognizing Equal Pay Day
Hearing: Tuesday, March 1, 2011, 11:00 a.m., Room 309

Position: Support

Good afternoon, I am Katie Reardon, Co-chair of the Hawaii State Democratic Women's Party testifying in support of HR 49 and HCR 56 Recognizing Equal Pay Day and urging Congress to pursue Equal Pay legislation. The Hawai'i State Democratic Women's Caucus is a catalyst for progressive, social, economic, and political change through action on critical issues facing Hawai'i's women and girls. It is because of this mission, the Women's Caucus supports this measure.

In 2009, women earned on average 77 cents per dollar when compared to their male counterparts. Regardless of race, age, education level, or experience level, women continue to be paid less than men. When laid out over a lifetime, this pay disparity greatly disadvantages women and girls. Therefore we strongly support HR 49 and HCR 56. We applaud the introducers of this resolution and the committee for hearing it. Thank you.