



STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

830 PUNCHBOWL STREET, ROOM 321  
HONOLULU, HAWAII 96813

[www.labor.hawaii.gov](http://www.labor.hawaii.gov)  
Phone: (808) 586-8842 / Fax: (808) 586-9099  
Email: [dlir.director@hawaii.gov](mailto:dlir.director@hawaii.gov)

February 9, 2013

To: The Honorable Clayton Hee, Chair, the Honorable Maile S.L. Shimabukuro,  
Vice Chair, and Members of the Senate Committee on Judiciary and Labor

Date: Monday, February 11, 2013

Time: 10:00 a.m.

Place: Conference Room 016, State Capitol

From: Dwight Y. Takamine, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: S.B. No. 0332, S.D. 1 Proposed Relating to Wages**

**I. OVERVIEW OF PROPOSED LEGISLATION**

S.B. No. 332, S.D. No. 1 Proposed, proposes to provide employees with increased wage and employer information on employees pay statements and in the record keeping of employers.

The DLIR is very appreciative of the committee's consideration of the department's previous recommendations and strongly supports this measure. S.B. 332, S.D. 1 as proposed, will provide more protections to employees in this State by requiring employers to provide employees with specific wage information on pay statements and maintain accurate records of compensation.

**II. CURRENT LAW**

The Wage and Hour Law requires the employer to provide basic pay information on an individual's pay statement.

**III. COMMENTS ON THE SENATE BILL**

The proposal would increase the information that is required to be provided on pay statements of employees, which would give greater clarity and transparency to the employee on what he or she is being paid, at what rates and for how many hours. This would also make it easier for the employee to budget his or her finances in this time of economic hardship when keeping track of each dollar earned is essential. Similarly, employers would be required to maintain accurate records of the same information provided to the employee.

Further, if passed, the proposal would enhance the investigatory and enforcement capabilities of the Wage Standards Division, which would enable the department to be more efficient and effective in assisting members of the public in the recovery of unpaid wages.