

LATE LATE TESTIMONY

Dear Senator Keith-Agaran,

My name is Andrea Yao and I am a seventh grader at Kawananakoa Middle School. Our class (AVID) recently read an article about equal pay for both gender and the wage gap between the female and male genders.

According to the Senate Bill 2313, women in Hawaii earn eighty-six cents for every one-dollar a man earns. Although the amount is not equal and it won't be changed until 2058 if it goes at the current pace. With that being said, poverty rate for women in Hawaii is twelve percent while men is seven percent. It is almost considered unfair for women who work the same amount men works and still get paid less. Women in Hawaii lose at least \$1.4 billion because of the wage gap between women and men.

I of course am a woman itself and later on I would be working on a job. Hopefully by that time I can get paid equally as much as men do. I do understand you have many other important events to handle but our class is just informing about the equal pay since more than half of us are girls. I would be really glad if you happen to read this. Please inform our class as soon as you can.

Sincerely,
Andrea Yao
Mr. Flatt's AVID class
Kawananakoa Middle School

LATE LATE TESTIMONY

Dear Senator Chun-Oakland
Representative Ohno and
Senator Gilbert,

My name is Dana Leong and I am a 7th grader attending Kawananakoa Middle School. We were discussing about women in Hawaii not getting paid as much as men for doing the same job.

I read the article from the Honolulu Star Advertiser and I would like to address that women in Hawaii earn 86 cents for every man's dollar. This will result in women losing out on \$1.4 billion annually (Gome 1). This wage gap contributes to a higher poverty rate for women which is 12 percent than men which is 7 percent (Gome 1). Please pass this bill for women to have the same job as men with equal skill, effort, and responsibility but still have equal pay.

I feel that it is not fair for women to get paid less considering that they are doing the same job but are of different genders. Women have worked equally as hard as men but the \$0.14 difference could impact a lot of women. Please consider closing this gender wage gap and allow both men and women to have equal pay.

Sincerely,

Dana Leong
Mr. Flatt's Avid Class
Kawananakoa

LATE LATE TESTIMONY

Dear Senator Cruz, Representative Osorio,
and Senator Gilbert,

Hello my name is Jaime-Lee Borja and I go to Kawanānakoā Middle School. I would like to address the poverty rate gap for women and men. The new bill (SB 2313) for women won't be reached until 2058 at the current pace that it is now. SB 2313 bill is aimed at strengthening the state law against gender-based pay discrimination. The poverty rate for women is 12 percent while men in Hawaii is 7 percent.

The wage gap is making women in Hawaii who are employed for a full time job miss out on 1.4 billion dollars annually which I think is unfair. This gap is contributing to a higher rate for women (12%) and men (7%).

Also, this bill is a Pay Parity for women which is not going to be reached until 2058 which is unfair for my future and for the women working now. Women and men should be paid based on production of quality or quantity. Sometimes women do more of the same work as men and still get paid less than men.

Finally, I would like to say thank you for listening to what I have

LATE LATE TESTIMONY

Dear Senator Gilbert,

The legislation addressing Senate Bill 2313 is of important interest to me because I am a female student at Kawananakoa Middle School and want a good paying occupation. This issue directly impacts my future.

I am mainly concerned about the equality of a women's pay because of what will happen to the female students now in middle school who want to be more, yet get nothing in the future. Another detail of this same issue that affect poverty rates are if a women gets 86 cents for every dollar a man earns, a women losses approximately 1.7 billion dollars annually on the job (Gomes,1).

Although I have read reports and articles of your position and I know you are very busy, I hope to see that you have taken the time to read and write a letter back. I do look forward to see your side of your viewpoint.

Thank you for your consideration of my viewpoint on this matter. I believe it is a paramount issue, and would like to see the legislation pass to ensure effective educational services for students involved.

I have read this article in the Star Advertiser Newspaper

Sincerely,

LeAnn Oh

Kawananakoa Middle School

Mr.Flatt, H201

LATE LATE TESTIMONY

Dear Senate Chung Oakland, Representative Rhoads
and Senator Gilbert.

Hello my name is Treyvor im a 7th grader
at Kawanakoa Middle school. In our class we
read a newspaper article called: Short changed by
Andrew Gomes. Im going to about what women
getting payed less then men.

Women in hawaii who are employed
full time lose out on more than 1.4 billion
dollars annually because of the wage gap. They
earn annually on the job \$1.7 billion and
that the gap contributes to a higher poverty
rate for women 12% than men 7%. Women
earn 86cents for every dollar that men earned.

Hawaii's existing equal pay law allows
employers to pay someone of the opposite sex
less for work that requires equal skill effort
and responsibility under similar conditions only
if the pay is governed by a seniority system.
This all has a real tangible and substantial effects
on women and families.

ALOHA,
Treyvor Tolentino
Kawanakoa middle school

LATE LATE TESTIMONY

Dear Congressman ohno, senator chun-oakland and senator gilbert,

I wanted to discuss the pay difference between men and woman. I have heard from Star advertising that woman earn 86 cents for every mans dollar. I have also heard women wont be able to reach parity until 2058 at the current pace. When 2058 comes, I would be 55 which means the wage gap would change in about 42 years and thats a big problem. 42 years from now is a long time. The main problem is all of the changing of this process is in the future and the future will have new problems. But the wage gap is right now its not in the past and its not in the future. The problem should be solved right now because if we dont who knows what can happen. Thank you.

Sincerely,

Ashlyn Oshiro
Kawanakanaka Middle
Brian Platt's AVID class

LATE LATE TESTIMONY

Dear Senator Chun-Oakland,
Representative Luke, and
Senator Gilbert,

My name is Ann Watanabe and I am in 7th grade at Kawanānākoa Middle School. The issue I will be addressing is that women should have equal pay in jobs. The information in this letter will be from a newspaper article by Andrew Gomes and published by Star Advertiser. So let's get to it!

After reading the article, I felt furious that men has higher pay than women doing the same job. Women may work as hard or even harder than men, but get paid less and I believe that we are all equal. In Hawaii, women that work full-time loose more than 1.4 billion dollars because of the wage gap (Gomes 1). Women in Hawaii are 12 percent in poverty, but the poverty rate for men is 7 percent (Gomes 1). To be a little more specific, women in Hawaii earned 86 cents for each dollar a male makes, but for the nation's average women earned 79 cents for each dollar a male makes (Gomes 1). Imagine, being a female victim of lower pay and you see a male co-worker assigned a much easier job than you, but receive even more money than you. How would you feel?

If you support this bill, you will be supporting not only equal pay, but support prohibiting co-workers from discouraging (or teasing) a female worker because of the impartial pay (Gomes 2). This means the equal-pay law can provide protection for women. Think, would you want to help the next generation of people to overcome segregation or let them learn that segregation and discrimination is the world they would live in? We pave the path in which the next generation will live in, the only question is how would you like to pave it.

Mahalo,
Ann Watanabe
Mr. Flatts AVID class
Kawanānākoa Middle School

LATE LATE TESTIMONY

Dear Senator Chun-oakland, representative Ohno,
and Senator Gilbert,

Aloha my name is Kameryn Di Dias and I go to Kawanankoa Middle School. I would like to discuss the inequality of women getting less pay versus men doing the same job. The woman and men in Hawaii have different poverty rates because woman's rate is 12 percent and men's rate is 7 percent. The comparison between the woman and men's rate is a big difference because the woman's percent is a little more than half than the men's poverty rate. In my opinion the woman that are working a hard working job is getting less money compared to men doing the same job but without much effort is unnecessary. As a young woman this will effect me and others because when we get a job and we work hard everyday we will still get payed less than men. Taking action is making a brighter future for many women.

Sincerely,

Kameryn Di Dias

Mr. Flatts Avid Class,
Kawanankoa Middle School.

2/11/16

Dear Senator Keith-Aragan,

My name is Isabella Chung and I am an eighth grader at Kawananakoa Middle School. Recently, I heard about Senate Bill 2313 and wanted to let my thoughts about it be heard. For me personally, this bill is very exciting. As a female Asian, without this bill, I would only make 73.3 cents while a white male would make a dollar. This frustrates me because this is one of many things that separates males and females. Especially since Hawaii is a very diverse place, it just makes sense to make all pay equal, regardless of gender or ethnicity.

Truth be told, I was never aware that the difference in pay was so high, and that it varied for different ethnicities. And to some people, a few cents here and there don't really mean anything. But they do add up, and the amount of money women lose out on is quite a lot.

As someone who is big on equality, this bill is really important. I mean, I want to be able to make the same amount of money as my male co-workers (in the future, of course). This bill is something that is getting America, no... the world, one step closer to demolishing the belief that men are greater than women or that certain races are greater than other races.

By approving this bill, every female in Hawaii would be affected. And hopefully, this bill could even lead other states and countries to approve similar bills. I may be just one girl who wants this bill to be approved and is letting you know, but I know for a fact many of my peers and other hard-working women want this bill to be approved. Quite frankly, this bill gives me reason to believe that in the hopefully near future, females and males will be viewed and treated as equals, which we are.

This bill would be life changing. I have a working mom, and this bill would mean that she would get equal pay as her male co-workers. Now, I don't know if only some jobs have unequal pay, but for the ones that do, this bill would help all of those families.

There are a lot of working moms out there, and a lot of single working moms out there. There are also a lot of females who are on their own, or struggling to meet the rent. This bill could mean the difference between a family going to bed hungry, and a family going to bed feeling full and satisfied. Especially in Hawaii, since the homeless population is so large, this bill could potentially reduce the homeless numbers by giving homeless women a better chance at living.

And although it sounds like I'm writing a huge essay, I promise I'm not. I just want you to know that for all the females out there in Hawaii, this bill would be life-saving.

Sincerely,

Isabella Chung

Prince David Kawananakoa Middle School

LATE LATE TESTIMONY

Dear Senate Chung-Oakland, Senate Gilbert and House Representative Rhoads,

I have read in an article from Star Advertiser about the gap between the amount of money men and women. The article says that, "... women equated to 79 cents to the dollar for men," 79 to 100 is a big gap and is unfair to women who have a family to take care of and this is only one example of inequality. Another example is also in this article, Catherine Betts said, "Women in Hawaii who are employed full time lose out more than \$1.4 billion annually because of the wage gap," this is totally not fair for women. On another article from Star Advertiser it says, "An occupational qualification, under the bill, must be necessary for a position and have no disparate impact based on sex," which means that if a man and a woman both get the same job, the man will get more money than the woman because of her gender. I hope you understand what I am trying to tell you, which is asking you to make equal pay for men and women.

Mahalo,

Lincoln Naki

Kawananakoa Middle School

LATE LATE TESTIMONY

Dear legislator(s),

The nineteenth amendment states that women have the rights to vote and get a job like men. If that is so, why is it that women do not get paid as much as men if they have the same job and same position. Women can do as much but does not get paid nearly as close. However, they have the same education and same potential. It should be that they are paid by the quality and quantity if their work. Wouldn't you be infuriated if someone get pays a lot more if they do half as well as you and half the job? Plus the population work force of women increased and males stay at home more. Females tend to be more responsible, detail oriented and aggressive. Taiwan just had their first female president and two women had tried to run for the president of the United States. I suggest thinking of writing laws that make it equal for everyone.

Sincerely,

Justin Wong

Kawananakoa Middle School

LATE LATE TESTIMONY

February 11, 2016

Re. Senate Bill 2313

Senator Keith-Agaran:

This letter you are reading is to discuss the issue with the wage gap between women and men. I think that women with high paying jobs or who have another family member to support them don't really need the support of this bill. But it only really significantly affects single moms.

Single moms have children to take care of and are stressed out. My mom is a single mom and I often hear her sighing or complaining about her job salary, barely making it to pay monthly bills. So she went back to school to get a higher paying job. I honestly think that my mom is stressed out. This also involves other single moms.

Therefore, I believe this bill will definitely help my mom and every struggling mom in Hawaii.

Sincerely,

Zachary Sam
1526 Kewalo Street #12
Honolulu, HI 96822

Chloe Shimomaye
49 Funchal Street
Honolulu, HI 96813
10 February 2016

LATE LATE TESTIMONY

Senator Gilbert
Hawaii Senate
415 S Beretania St
Honolulu, HI 96813

Dear Senator Gilbert,

My name is Chloe Shimomaye and I am writing on behalf of the women of Hawaii. I am a seventh grader attending Kawananakoa Middle School, where we are currently learning about equal pay and the gender wage gap. We are extremely concerned and feel that women and men should be paid equally.

Hawaii needs to close the wage gap between women and men. Currently, women in Hawaii earn 86 cents for every dollar that men earn. Women are being paid less for doing the same work that requires equal skill, effort and responsibility. Women who have full-time jobs are losing out on more than \$1.4 billion each year, which impacts them and their families. This results in 12% of women in Hawaii living in poverty. Presently, Senate Bill 2313 is being proposed and aims to strengthen our State's law against gender-based pay discrimination. You must endorse Senate Bill 2313 to ensure that women in Hawaii are paid and treated equally and fairly.

I am aware that you are busy and have many issues to address. However, please consider that if we continue at our current pace, women will not receive equal pay until 2058. This is too long to wait. Please endorse Senate Bill 2313.

I appreciate all that you do for our State, and look forward to your support and effort towards ensuring women receive equal pay to men. Thank you for your understanding.

Sincerely,

Chloe Shimomaye
Mr. Flatt's AVID Class
Kawananakoa Middle School

Dear Senator Gilbert,

The wage gap between men and women is a big problem. For every 86 cents a women earns in Hawaii, a male earns 1 dollar. This means that women lose out on more than \$1.4 billion annually. The poverty rate in Hawaii is also higher for women than men, women with 12% and men with 7%. If two people of the opposite sex have the same job and the same amount of commitment to do it, they both should get the same amount of pay. The bill SB 2313 states "Action should be taken to encourage greater gender equality in the work place." At the rate Hawaii is going right now equal pay will not be reached until 2058. That's about 42 years from now, meaning that most of the younger generation will be 8-3 years away from retirement. This problem needs to be fixed sooner than later.

Sincerely,

Stephanie Linn

Kawananakoa middle

Brian Flatt's AVID class

LATE LATE TESTIMONY

Dear Senator Gilbert, Mark Takai, and Tulsi Gabbard,

Studies show that on average, for every man's dollar, women obtain 77 to 86 cents.

This is not the first time women are compared and discriminated against men. Before the Women's Right Movement began, men were clearly favored over women. Women could not vote, could not own land, were labeled as "property" of men as such they could hurt us physically with no consequences, not allowed to receive education and if they did, majority of colleges and universities would not enroll them, and as a result women could not work or were only paid a fraction of what men received, very similar to today.

Many jobs require the same capabilities, labor, and responsibilities. New or amended laws can be enacted to decrease the number of employers who utilize legal reasons to pay men more than women. The difference in wages have cost women who work 35 to 40 hours a week about 1.4 billion dollars; with 12% of women with financial difficulties versus 7% of men in poverty.

It's ironic how everyone is treated differently just because of how they look, what they believe in, and their cultures such as the Cherokees and African Americans. Not all injustice is in the past, as there are still some cases in the present. I hope you will support this bill.

Sincerely,

Jenny Pang

Kawananakoa Middle School

Mr. Flatt's Social Studies Class

LATE LATE TESTIMONY

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Sincerely,

Jenny Pang

Kawananakoa Middle School

Mr. Flatt's Social Studies Class

LATE LATE TESTIMONY

Jenna
Balmilero

P. 2

2.11.16

Dear Senator Kim, Representative Mizuno,
; Senator Gilbert,

My name is Jenna Balmilero. I am 12 years old and in the 7th grade. I go to Kawanandkoa Middle School. I am in the AVID program and may not know this program but it is beneficial to my skills. We decided that we are going to help support both genders for equal pay.

To begin with, many women loose out on a lot of money, due to the wage gap. Catherine Betts is an executive director of the Hawaii State Commission on the Status of Women. "Women in Hawaii who are employed full time lose out on more than \$1.4 billion annually because of the wage gap," said Catherine Betts.

In addition, equal pay will not be expected to improve until many years from now. In 1960 the bill suggest that pay parity will not be reached until 2058. When 2058 comes, I will already be 55 and I will probably already have a family to take care of. If we do not solve our problems with pay parity we will continue holding back on this bill and will never be able to give women their true rights.

Finally, the poverty rate for men in Hawaii is 7% & the poverty rate for women is 12%. The reason why the women's poverty rate is so high, is because women are being

paid less, As I have mentioned, I am 12 years old and my years will only pass by. I will work hard throughout my life and when I become older I will get a job and even if I work hard there is still a small chance of myself falling in that percentage of poverty rate. I do not want to fall into that percentage. I want to live a successful and enjoyable life.

If you do decide to take this into consideration please remember that you are helping girls my age in our future.

Sincerely,
Jenna Balmilero
Mr. Flatt's
AVID Class
Kananakoa Middle School

LATE LATE TESTIMONY

Dear Senator Gilbert, Senator Suzanne,
Representative Takashi,

When we go to school, we learn for our jobs. Being responsible for our learning, we may be the next generation work force. Though, there is some problems to deal with. You see, Women have big responsibilities. Men don't need deal with cooking and throwing out trash, they could take care of the child but they don't need to, they can go to work with no worry about what's happening at home. They don't even get paying money for these things. Women are payed about 13% less then men do. So why is education wasted?

In Class we read an article about how low women are getting payed. Don't you know how offensive it is? This means that men work less but get payed more, and women work more and payd less. Also you can't choose what gender you are. It's really unfair because how little choices you have. Actually you don't have a choice.

Let's remind our selves how sexist we were before the work load. Girls could not attend schools, meaning they could not work. Boys on the other hand could attend schools, so they could work all they want. But now everyone receives education. Why aren't women getting equal pay? Even that's not it, because it also depends on generation, ages and Race.

Learning these problems make me think that the things we learn are useless, and we don't need to go to school anymore. If we are payed less should we have less education? It's not

fair. There is about twice as much women than men that have poverty. So why can't you fix the problem already? We had work, and we have pay but there's a difference.

AVID Student,
Dung An Chau
Qing An Chau