

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI
DIRECTOR

LEONARD HOSHIJO
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321

HONOLULU, HAWAII 96813

www.labor.hawaii.gov

Phone: (808) 586-8844 / Fax: (808) 586-9099

Email: dlir.director@hawaii.gov

January 31, 2019

To: The Honorable Aaron Ling Johanson, Chair,
The Honorable Stacelynn K.M. Eli, Vice Chair, and
Members of the House Committee on Labor and Public Employment

Date: Thursday, January 31, 2019

Time: 9:30 a.m.

Place: Conference Room 309, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 96 RELATING TO MINIMUM WAGE

I. OVERVIEW OF PROPOSED LEGISLATION

HB96 amends Section 46-1.5, Hawaii Revised Statutes (HRS) "General powers and limitations of the counties." to add the power to enact and enforce a minimum wage rate pursuant to Chapter 387, Wage and Hour Law, HRS. The measure also amends Section 387-2, HRS, by requiring any county minimum wage rate to be higher than the State minimum wage.

DLIR offers comments on the measure.

II. CURRENT LAW

Section 387-2, HRS provides a minimum wage of \$10.10 per hour. Counties are currently not authorized to enact a different minimum wage.

III. COMMENTS ON THE HOUSE BILL

DLIR notes that as drafted the measure does not address the issue of jurisdiction for the counties' minimum wage rate if higher than the State. Is the intent to have both the State and County to have dual jurisdiction over enforcement? If so, enforcement of the law would be more complicated than it currently is.

If enacted, the proposal would create an additional burden upon the Wage Standard

Division. DLIR notes that for the general functioning of the Wage Standards Division that consideration of the request for an additional staff as identified in the Governor's Biennium Budget request and in HB1186 would be appreciated as a method to bolster enforcement and restore the capacity of the Wage Standards Division.

DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU

650 SOUTH KING STREET 10TH FLOOR • HONOLULU, HAWAII 96813
TELEPHONE: (808) 768-8500 • FAX: (808) 768-5563 • INTERNET: www.honolulu.gov/hr

KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR

NOEL T. ONO
ASSISTANT DIRECTOR

January 30, 2019

The Honorable Aaron Ling Johanson, Chair
The Honorable Stacelynn K.M. Eli, Vice Chair
and Members of the Committee on Labor & Public Employment
House of Representatives, Room 309
State Capitol
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Johanson, Vice Chair Eli, and Members of the Committee:

SUBJECT: House Bill No. 96
Relating to Minimum Wage

H.B. 96 authorizes the counties to establish a minimum wage that is a higher minimum wage than the State minimum wage established under Chapter 387, Hawaii Revised Statutes. The City and County of Honolulu supports this measure.

H.B. 96 allows each county to make its own determination with regard to raising the minimum wage in their respective county, so long as the minimum wage rate is higher than the State minimum wage. This provides some flexibility to the counties to address and balance the financial needs of its residents and the concerns raised by businesses and the public sector depending on the economic conditions in each respective county.

The City and County truly believes that we need to at least begin to move discussions forward on how to better improve the financial stability of our residents and local families, many of which are faced with the possibilities of leaving their island home. H.B. 96 begins these discussions. Accordingly, the City and County of Honolulu supports H.B. 96 and looks forward to further discussions on this matter as the measure moves through the legislative process. Thank you for this opportunity to testify on H.B. 96.

Sincerely,

A handwritten signature in black ink, appearing to read "Carolee C. Kubo", is written over a horizontal line.

Carolee C. Kubo
Director



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the House Committee on Labor
Thursday, January 31, 2018 at 9:30 A.M.
Conference Room 309, State Capitol**

RE: HOUSE BILL 96 RELATING TO MINIMUM WAGE

Chair Johanson, Vice Chair Eli and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **does not support** HB 96, which authorizes the counties to establish a minimum wage that is higher than the state minimum wage under Chapter 387, Hawaii Revised Statutes.

The Chamber is Hawaii's leading statewide business advocacy organization, representing 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

National data has differed on their opinion of the effects that an increase in the minimum wage could have on employers and their businesses. However, should this bill pass, it will seriously harm local businesses, the state economy, job creation and, potentially, the very employees it is trying to help.

The Minimum Wage is a Base Floor Wage

We would also like to point out that the minimum wage is a floor wage. For many employees earning the minimum wage, it is because this is their first job and, generally, are entry-level positions. Employers must invest time and money to train these individuals. In the food and beverage industry, many employees who earn minimum wage also earn tips, which allows them to earn anywhere from \$18-30 per hour.

Large Increases Would Negatively Impact Business

While only a small percentage of workers earn the minimum wage, a large increase would greatly impact many businesses as they will be forced to raise the wages of their other employees. As an example, if John started working with a company a year ago and earns \$10.10 per hour and then Lisa is hired after the new law at \$11.25 per hour, the employer will have to raise John's hourly wage to provide parity in compensation. This could increase businesses labor costs by up to 15-20% in the first year alone.



Chamber of Commerce HAWAII

The Voice of Business

Hawaii is Different: Prepaid Healthcare Law Mandates Employers to Pay for Insurance Premium Costs

While the Chamber understands that other states have recently considered increases in their minimum wage, it is essential to keep in mind that **Hawaii is the only state in the nation** that requires employers to provide health insurance to its employees, including part-time employees (20 or more hours per week). No other employers in the country have this additional responsibility. In addition, workers' compensation premiums, Social Security tax, Medicare tax, temporary disability insurance, and unemployment insurance tax are all based on wages. Increasing the minimum wage requires additional increases for all the foregoing benefits. This bill will not only increase direct labor costs to business but will also **increase mandated benefit costs and taxes**.

Important Considerations

As a direct result of the significant proposed increase in the minimum wage, some businesses may have to cut back hours, reduce benefits or limit the hiring of new employees. In Hawaii between December 2015 and November 2016, the average hours worked per week dropped from 33 to 32.1. While that may seem small, this reduction effectively lowered a person's work hours by 46.8 hours in a year. At \$9 per hour that reduced their total annual income by over \$420.

Increasing the minimum wage will also greatly affect job opportunities, especially for new, unskilled workers. In addition to traditional adult workers changing industries, young adult workers also often receive their initial work experience by starting at unskilled jobs.

When Seattle instituted a \$15 per hour minimum wage, their economy had interesting and similar results. A study conducted by the University of Washington concluded that the increase in the minimum wage reduced the number of hours worked each week, affected employment by about 1.2 percentage points and had a minimal impact on workers' average total earnings. Overall, Seattle's experiment with the minimum wage may have magnified both the positive and negative impacts, resulting in little to no net benefit. Workers who did not lose hours may have enjoyed gains in income, while those who lost hours had a hard time finding a second job to make up for their lost hours and may have earned much less. Notably, neither Seattle nor Washington State have a prepaid healthcare mandate on all businesses that **adds to the minimum wage anywhere from \$3.45-\$7.06 per hour per employee**.

If the minimum wage increases too rapidly, the market (as driven by consumers) will decide at the point of sale what they are willing to pay for. The Chamber respectfully submits that the quality of life of residents in Hawaii is largely a cost issue, driven in large part by the cost of housing.



Chamber *of* Commerce HAWAII

The Voice of Business

While our economy is presently on strong footing, we note that the minimum wage has never been decreased when the economy enters a recession. The Council on Revenues also recently lowered the state's forecasted revenue growth because of a projected slowdown. Also, employers just went through minimum wage increases for the past couple of years, so we encourage the committee to take this into consideration.

For all the above reasons, we respectfully ask that this bill be held. Thank you for the opportunity to express our views and concerns.

HB-96

Submitted on: 1/29/2019 9:02:34 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Chris Kasper	Malolo Charters	Oppose	No

Comments:

Let the state handle this. Allowing counties input into the minimum wage will create more inconsistencies and stress for small business. Inconsistent wages for county and state wages is just another level of complexity, not to mention the federal wage standards. If this bill is past, there will be federal, state and county minimum wage standards. Also, many business have locations in different counties, which will mean different wages and additional strain and stress on business. Let the state manage minimum wage rates.

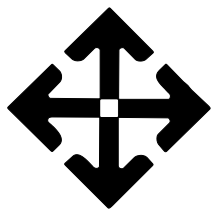
HB-96

Submitted on: 1/29/2019 2:02:35 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Jeff Strahn	Maui Dive Shop	Oppose	No

Comments:



The Hawaii Business League

1188 Bishop St., Ste. 1003, Honolulu, Hawaii 96813

Phone: (808) 533-6819 Facsimile: (808) 533-2739

January 31, 2019

Testimony To: House Committee on Labor and public Employment
Representative Aaron Ling Johanson, Chair

Presented By: Tim Lyons
President

Subject: H.B. 96 - RELATING TO MINIMUM WAGE.

Chair Johanson and Members of the Committee:

I am Tim Lyons, President of the Hawaii Business League, a small business organization. We oppose this bill. It is a very bad idea.

For some reason it seems difficult to get across the concept that when there is only so much of the pie to cut into wages, pension, health benefits, annuity benefits, sick leave, holiday pay, etc. that by dictating how much the employer will pay in one area, automatically means an decrease in other areas.

We understand the problem of some individuals feeling that they are not making enough money and, in a lot of cases, employers that are forced to pay minimum wage also feel they do not make enough money. The problem is exacerbated since the employee only sees their net pay, after all the taxes have been deducted. What the employer sees however is the gross cost which includes workers' compensation premiums, temporary disability insurance premiums and unemployment insurance taxes, all of which are based on how much the employee makes. As an example, on a

\$1.00 paycheck the employer sees \$1.45(e) in costs; the employee perhaps only gets a \$0.67(e) pay check. Any increase in wages automatically calls for a corresponding increase in fringe benefits costs however because of the tax rates the employee only sees a very small increase in their net pay check.

We also find it very difficult to compare our employee's pay rates with employees from other states. Employers in other state don't have the costs of the Hawaii Pre Paid Health Care Act to deal with, a cost that can add another \$500 to \$1500 cost factor to each employee, per month. Most also do not have temporary disability insurance costs for off the job injuries to deal with. Factor those costs alone in and our full time employees are getting around another \$2.00 to \$3.00 plus per hour on top of the minimum wage.

There is no doubt that those supporting this bill will feel like they should make more money and we do not disagree with that. However, given today's realities for most small businesses there is no extra money for companies to pay more wages and what you will do is cause the demise of individual positions so that existing employees can be paid a higher rate.

It has already been reported that there are some allegations that because of the mandatory health insurance law and recent minimum wage increases, some employers have converted their full time employees to part-time employees because of the cost of health insurance. This is not a cruelty act on the part of the employer but it is life in the real world. If you can only afford to pay "X" amount of dollars however, they are eaten up through wages or through fringe benefits then, it automatically means action one of two ways: 1) the price of the goods offered goes up causing the rest of the consumers that purchase goods and services from the business to pay more or, 2) the employer cuts back on the number of people he has to pay all of these mandates to. Either way, we believe the people of this State lose.

We also find it quizzical that part of the reason, we are told, to increase the minimum wage is that the wage earners will immediately infuse their dollars into the economy.

That may be true but even the Department of Labor noted in their prior testimony on this subject that only 1.7% of the workforce were earning minimum wage. An infusion of that nature won't even make the meter move.

We find that the turmoil that could be created by having differing minimum wage rates, county to county, could be a nightmare. It could easily get out of hand with one county trying to "out-do" the other with a higher minimum wage in an attempt to attract workers. Businesses in the service area who do business on multiple islands would have a difficult time getting workers to do work on the "lower pay" islands. In short, this is a bad idea.

We urge the defeat of this bill.

Thank you.

HB-96

Submitted on: 1/29/2019 11:57:19 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Pamela Townsend	Boss Frog's Dive & Surf	Oppose	No

Comments:

1. We oppose HB96 on behalf Boss Frog's Dive & Surf employing over 50 employees engaged in activity sales and rentals and passenger vessel cruises supporting Hawai'i's tourist-based economy.
2. Let the state handle this. Allowing counties input into the minimum wage will create more inconsistencies and stress for small business. Inconsistent wages for county and state wages is just another level of complexity, not to mention the federal wage standards. If this bill is passed, there will be federal, state and county minimum wage standards. Also, many businesses have locations in different counties, which will mean different wages and additional strain and stress on business. Let the state manage minimum wage rates.



HB 96, RELATING TO THE MINIMUM WAGE

JANUARY 31, 2019 · HOUSE LABOR COMMITTEE ·
CHAIR REP. AARON LING JOHANSON

POSITION: Comments, with suggested amendments.

RATIONALE: IMUAlliance provides comments in HB 96, relating to the minimum wage, which authorizes the counties to establish a minimum wage that is a higher wage than the state minimum wage under Chapter 387, Hawaii Revised Statutes.

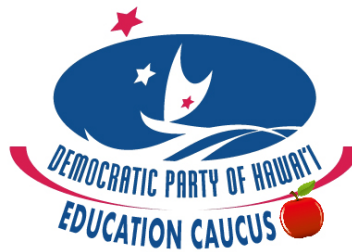
We would support authorizing the counties to establish a minimum wage that is higher than the state minimum wage if and only if the state minimum wage is increased to at least \$17 per hour. According to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$32,957 to achieve self-sufficiency in Hawai'i in 2016, while a single parent with one child required \$56,157. At our current statewide minimum wage rate of \$10.10 per hour, however, a full-time employee earns only \$21,008 annually. Moreover, the National Low Income Housing Coalition's Out of Reach 2018 report estimates that a minimum wage worker would have to work 109 hours per week to afford a one-bedroom rental home at fair market rent, which is the equivalent of nearly three full-time jobs.

Additionally, as the minimum wage increased to \$10.10/hour over the last four years, our local economy has also grown. People earning more income, especially at the lower end of the pay scale, spend money on basic goods and services, thereby putting their increased earnings back into the local economy, increasing demand, raising local profits, and uplifting the Aloha State's overall economy. Over the same time span, we have experienced record low unemployment and

seen the number of small businesses increase. Hawai'i will likely see the same impact under new minimum wage increases, leading to greater prosperity for all.

That said, we suggest amending this measure to **phase in a \$17 minimum wage increase over five years, with future minimum wage increases linked to the Honolulu region consumer price index** for all urban consumers for the twelve months prior to September 1 of each year as calculated by the United States Department of Labor. Furthermore, **we urge you to revise this measure to eliminate the tip credit contained in HRS §387-2**, thereby preventing low-wage restaurant workers from losing precious earnings. It should also be noted that across the country, restaurant workers and advocacy groups have pointed to the tip credit's impact on sexual harassment, arguing that diners can more easily harass workers who won't retaliate for fear of losing tips. According to Restaurant Opportunities Center United (ROC United), restaurant servers—a group made up predominantly of women—are more likely to endure harassment and abuse from customers, since their livelihoods depend on the tips they earn.

We must provide economic justice to working families. We should not wait for future county action or forego the legislative opportunity to help our islands' working poor, when we have the ability to uplift the financial well-being of our most vulnerable residents right now.



HOUSE BILL 96, RELATING TO THE MINIMUM WAGE

JANUARY 31, 2019 · HOUSE LABOR COMMITTEE ·
CHAIR REP. AARON LING JOHANSON

POSITION: Comments, with suggested amendments.

RATIONALE: The Democratic Party of Hawai'i Education Caucus provides comments in HB 96, relating to the minimum wage, which authorizes the counties to establish a minimum wage that is a higher wage than the state minimum wage under Chapter 387, Hawaii Revised Statutes.

We would support authorizing the counties to establish a minimum wage that is higher than the state minimum wage **if and only if** the state minimum wage is increased to at least \$17 per hour. According to the Department of Business, Economic Development, and Tourism, a single adult required an income of \$32,957 to achieve self-sufficiency in Hawai'i in 2016, while a single parent with one child required \$56,157. At our current statewide minimum wage rate of \$10.10 per hour, however, a full-time employee earns only \$21,008 annually. Moreover, the National Low Income Housing Coalition's Out of Reach 2018 report estimates that a minimum wage worker would have to work 109 hours per week to afford a one-bedroom rental home at fair market rent, which is the equivalent of nearly three full-time jobs.

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into the local economy, increasing demand, raising local profits, and uplifting the Aloha State's overall economy. Over the same time span, we have experienced record low unemployment and seen the number of small businesses increase. Hawai'i will likely see the same impact under new minimum wage increases, leading to greater prosperity for all.

That said, we suggest amending this measure to phase in a \$17 minimum wage increase over five years, with future minimum wage increases linked to the Honolulu region consumer price index for all urban consumers for the twelve months prior to September 1 of each year as calculated by the United States Department of Labor. Furthermore, we urge you to revise this measure to eliminate the tip credit contained in HRS §387-2, thereby preventing low-wage restaurant workers from losing precious earnings. It should also be noted that across the country, restaurant workers and advocacy groups have pointed to the tip credit's impact on sexual harassment, arguing that diners can more easily harass workers who won't retaliate for fear of losing tips. According to Restaurant Opportunities Center United (ROC United), restaurant servers—a group made up predominantly of women—are more likely to endure harassment and abuse from customers, since their livelihoods depend on the tips they earn.

We must provide economic justice to working families. We should not wait for future county action or forego the legislative opportunity to help our islands' working poor, when we have the ability to uplift the financial well-being of our most vulnerable residents right now.

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LABOR AND PUBLIC EMPLOYMENT

RE: HB 96 - RELATING TO MINIMUM WAGE

THURSDAY, JANUARY 31, 2019

MITZIE HIGA, LEGISLATIVE CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Johanson and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus would like to **provide comments on HB 96,** relating to minimum wage.

HB 96 would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first we suggest that the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why we urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. We need to provide a living wage to all of our workers. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

To provide a living wage to all workers in Hawaii, the Labor Caucus thanks you for considering our comments.



Thursday, January 31, 2019

House Bill 96

Testifying With Comments

Aloha, Chair Johanson, Vice-Chair Eli, and Members of the Committee on Labor and Public Employment,

The Democratic Party of Hawai'i (The Party) **offers comments on HB96 Relating to the Minimum Wage**, which authorizes the counties to establish a minimum wage that is higher than the state minimum wage.

The Party appreciates the intent of this measure and agrees that the Counties should have independent authority to increase the minimum wage above that of the State should they find it necessary. However, this measure as a stand alone bill does nothing to raise the state minimum wage beyond its current \$10.10 an hour level.

Hawai'i ranks first among states in cost of living. And despite recent successes, it remains the leader of houseless residents per capita in the nation.

Although the state minimum wage increased again to \$10.10 per hour in the final step of a law passed by the Legislature in 2014, our friends and family continue nonetheless to struggle to meet their basic needs. Too many are one financial crisis away from bankruptcy. Or homelessness.

Despite messaging to the contrary, the minimum wage was not initially established to provide an "opening" or "training" wage for young or new workers. It was never intended as a starting wage for teenagers joining the workforce. In fact, in the wake of industrialization and the Great Depression, the federal minimum wage was established to ensure workers were being paid enough to survive.

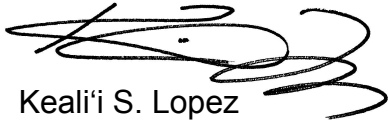
According to DBEDT's Self-Sufficiency Income Standard¹, in 2016, an individual living in Honolulu needed to be making \$33,350 a year to be "self-sufficient." This works out to just over \$16 per hour. Though we don't yet have data from 2017 or 2018, we believe it is reasonable to expect this number to be even higher now. It is for this reason primarily that the Party, working with the Raise Up Hawai'i Coalition, believes the State Legislature should move the minimum wage to \$17 an hour as quickly as possible, but slowly enough to allow businesses to adapt and to avoid job losses.

From 2014, when the last minimum wage increase was passed, to 2018 Hawai'i's unemployment rate dropped for each of the four consecutive years the minimum wage increased. Obama's Council on Economic Advisors looked at 19 state-level minimum wage

increases and concluded that “the recent legislation contributed to substantial wage increases with no discernible impact on employment levels or hours worked.”

The Party recognizes the challenges small businesses face in Hawai‘i, but we do not believe those challenges should be prioritized over the needs of working people. The talking points from the Chamber of Commerce and the Restaurant Association do little other than to misinform and instill fear in legislators. It is important we find a way to address the reasonable concerns of small businesses while ensuring one job is enough to make a living in Hawai‘i.

Mahalo for the opportunity to offer these comments,

A handwritten signature in black ink, appearing to read 'Keali'i S. Lopez', with a stylized flourish extending from the end.

Keali‘i S. Lopez
Chair, Democratic Party of Hawai‘i



COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

Rep. Aaron Ling Johanson, Chair

Rep. Stacelynn K.M. Eli, Vice Chair

Rep. Linda Ichiyama

Rep. Sean Quinlan

Rep. Lisa Kitagawa

Rep. Kyle T. Yamashita

Rep. Angus L.K. McKelvey

Rep. Lauren Matsumoto

NOTICE OF HEARING

DATE: Thursday, January 31, 2019

TIME: 9:30am

PLACE: Conference Room 309

TESTIMONY OF THE OCEAN TOURISM COALITION IN OPPOSITION OF HB96

Chair Johanson, Vice Chair Eli, and Members of the LAB Committee:

My name is James E. Coon, President of the Ocean Tourism Coalition (OTC),
speaking in Opposition of HB 96 Relating to Minimum Wage:

The OTC represents over 300 small ocean tourism businesses state wide. All of them operate from State Boating Facilities managed by DLNR/DOBOR. Most of these are family businesses which are locally owned and operated.

OTC does not support the idea of having different minimum wage for different counties and believes any increase to the minimum wage should be on a State wide basis.

OTC does not support the intent of HB96.

Sincerely,

James E. Coon, President OTC



Board of Directors:

Gary L. Hooser
President

Andrea N. Brower
Ikaika M. Hussey
Co-Vice Presidents

Kim Coco Iwamoto
Treasurer

Bart E. Dame
Secretary

Paul Achitoff

Nancy Aleck

Laura Harrelson

Kaleikoa Ka'eo

Michael Miranda

Walter Ritte Jr.

Pua Rossi-Fukino

Karen Shishido

Leslie Malulani Shizue Miki

House Committee on Labor & Public Employment

Hawai'i Alliance for Progressive Action strongly supports: HB 96

Thursday, January 31, 2019, 9:30 a.m. Conference Room 309

Aloha Chair Johanson, Vice Chair Eli, and Members of the Committee,

On behalf of the Hawaii Alliance for Progressive Action (HAPA), thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

HAPA is a member of Raise Up Hawaii and the Common Good Coalition.

Mahalo for your consideration,

A handwritten signature in blue ink, appearing to read 'Anne Frederick', is written above the printed name.

Anne Frederick,
Executive Director



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of Hawai'i Appleseed Center for Law and Economic Justice
Comments on HB 96 – Relating to Minimum Wage
House Committee on Labor and Public Employment
Thursday, January 31, 2019, 9:30 AM, conference room 309

Dear Chair Johanson, Vice Chair Eli, and members of the Committee:

Mahalo for this chance to submit comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

In Hawai'i, the cost of living is exceptionally high in our urban, suburban, and rural areas, and on all of our islands. That's because of our unique location in the middle of the ocean as well as the very limited amount of land that we can build housing on.

Currently, minimum wage workers in our state earn only \$21,000 a year for full-time work. No one can live on such a low income in any area of our state.

So, while we have no objection to counties being empowered to increase their minimum wages above the state level, it's crucial that the state minimum be at least \$17 an hour, which is the "self-sufficiency income standard" in 2019 for one person with no children, according to the Department of Business, Economic Development & Tourism.

Our state's minimum wage workers and their families can't wait for a raise. We request that our lawmakers raise the state wage floor to \$17 as a prerequisite to enabling the counties to raise their wages higher.

We appreciate your consideration of these comments.

The Hawai'i Appleseed Center for Law and Economic Justice is committed to a more socially just Hawai'i, where everyone has genuine opportunities to achieve economic security and fulfill their potential. We change systems that perpetuate inequality and injustice through policy development, advocacy, and coalition building.

HB-96

Submitted on: 1/29/2019 11:10:32 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Joseph Kohn MD	We Are One, Inc. - www.WeAreOne.cc - WAO	Oppose	No

Comments:

HB96 is a trojan horse. This measure purports to “give the counties the right to increase the minimum wage”. However, it clearly will be a vehicle for the legislature to claim they “took action” on the minimum wage issue while taking no tangible action at all and avoiding any political repercussions from the Chamber and business community. It is difficult to be opposed to this measure because it does expand the opportunities to increase the minimum wage in the future, but unless HB96 is linked to a \$17 State minimum wage, it is merely a tactic that will end up hurting the movement for a living wage.

www.WeAreOne.cc

HB-96

Submitted on: 1/29/2019 9:01:36 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Zachary LaPrade	Calypso Charters	Oppose	No

Comments:

Let the state handle this. Allowing counties input into the minimum wage will create more inconsistencies and stress for small business. Inconsistent wages for county and state wages is just another level of complexity, not to mention the federal wage standards. If this bill is past, there will be federal, state and county minimum wage standards. Also, many business have locations in different counties, which will mean different wages and additional strain and stress on business. Let the state manage minimum wage rates.

HB-96

Submitted on: 1/29/2019 3:26:50 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Randy Gonce	Individual	Support	No

Comments:

LABtestimony

From: Andres Autrique <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:29 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Andres Autrique

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Angelina Mercado <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 3:02 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Angelina Mercado

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Jonathan Boyne <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:24 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Jonathan Boyne

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Lucia You <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:48 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Lucia You

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Mary Lu Kelley Kelley <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 4:12 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Mary Lu Kelley Kelley

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

The minimum wage has been falling behind the cost of living for more than 35 years. If it had kept up with productivity and inflation, it would be more than \$15 by now. The proposed increase in Hawai'i would be implemented in steps over multiple years to allow businesses to adjust accordingly. Other high-costs states, such as California and New York, as well as Washington D.C., have already passed laws to increase their minimum wage to \$15 in steps. Our cost of living is higher than these jurisdictions, however.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Nanea Lo <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 3:57 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Nanea Lo

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Patricia Blair <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:25 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Patricia Blair

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Shaun Campbell <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 2:53 PM
To: LABtestimony
Subject: SUPPORT for HB 96

To: House Committee on Labor & Public Employment

From: Shaun Campbell

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

Massachusetts Institute of Technology's Living Wage Calculator distills a living wage for all counties and metropolitan areas in Hawai'i (See <http://livingwage.mit.edu/states/15/locations>). MIT calculates that for the state of Hawai'i as a whole a living wage for our people is, on average, \$15.73 for an individual. This is for the current year. A living wage needs to be this amount at minimum and pegged with annual increases tied to yearly inflation.

Mahalo for your consideration of my comments

LABtestimony

From: Sylvia Ching <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 4:19 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Sylvia Ching

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Ann Freed <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 6:31 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Ann Freed

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Soo San Schake <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 5:08 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Soo San Schake

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: Yes

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

HB-96

Submitted on: 1/29/2019 3:41:46 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Joshua Kay	Individual	Support	No

Comments:

I strongly support HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

LABtestimony

From: Karin Medigovich <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 7:47 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Karin Medigovich

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

HB-96

Submitted on: 1/29/2019 8:29:21 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Steve Canales	Individual	Support	No

Comments:

Strongly Support

HB-96

Submitted on: 1/29/2019 9:16:33 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Paul Marshall	Individual	Oppose	No

Comments:

LABtestimony

From: Randy Ching <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 7:09 AM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Randy Ching

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Dante Carpenter <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 9:10 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Dante Carpenter

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Jun Shin <noreply@jotform.com>
Sent: Tuesday, January 29, 2019 9:06 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Jun Shin

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Libby Hall <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 8:58 AM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Libby Hall

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Nathan Braulick <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 7:46 AM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Nathan Braulick

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

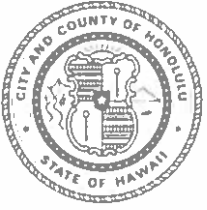
Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.



LATE

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
530 SOUTH KING STREET, ROOM 202
HONOLULU, HAWAII 96813-3065
TELEPHONE: (808) 768-5010 • FAX: (808) 768-5011

RON MENOR

*Council Chair Emeritus &
Council Vice Chair
District 9*

*Email: rmenor@honolulu.gov
Phone: 808-768-5009
FAX: 808-768-5011*

WRITTEN TESTIMONY ONLY

TESTIMONY OF
COUNCIL CHAIR EMERITUS & VICE CHAIR RON MENOR
COUNCIL DISTRICT 9
CITY AND COUNTY OF HONOLULU

House Bill 96
RELATING TO MINIMUM WAGE

Chair Johanson, Vice Chair Eli and Members of the House Committee on Labor & Public Employment:

I am testifying in support of House Bill 96.

The City Council unanimously approved yesterday Council Resolution 19-1:

Requesting the Legislature of the State of Hawaii to Move Forward to Increase the State Minimum Wage to a Living Wage.

Hawaii's cost of living is the highest of any of the 50 states or Washington, D.C., according to the Missouri Economic Research and Information Center. Honolulu has the third highest cost of living among 268 urban areas in the United States, after only San Francisco, California and Manhattan, New York, according to the Council for Community and Economic Research's Quarter 3, 2018 Cost of Living Index Release.

A "living wage" is the minimum income necessary for a full-time worker to meet his or her basic needs, including food, housing, clothing, utilities, transportation, health care, and other essentials in modern society. According to the Living Wage Calculator for the City and County of Honolulu (2017 Update), the 2017 living wage for an adult here was \$16.03 per hour, or \$33,342 annually, with the amount nearly doubling when adding a child to the household calculation. The 2018 estimated living wage for an adult on Oahu was \$16.50 per hour, or \$34,320 annually, according to the State of Hawaii Department of Business and Economic Development.

Section 387-2(a), Hawaii Revised Statutes, provides that the Hawaii minimum wage is \$10.10 per hour, or \$21,000 annually, resulting in a \$12,000-\$13,000 annual gap between the amount full-time minimum wage worker earns now and the amount a worker must earn to meet his or her basic needs.

Many individuals in Honolulu must work two or more jobs to maintain a basic standard of living for themselves and their families due to the disparity between Hawaii's current minimum wage and a living wage.

Mahalo for the opportunity to testify in support of this bill.

LATE

HB-96

Submitted on: 1/30/2019 9:42:06 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	O`ahu County Committee on Legislative Priorities of the Democratic Party of Hawai`i	Support	No

Comments:

LATE



1050 Bishop St. PMB 235 | Honolulu, HI 96813
P: 808-533-1292 | e: info@hawaiiifood.com

Executive Officers

Toby Taniguchi, KTA Superstores, *Chair*
Joe Carter, Coca-Cola Bottling of Hawaii, *Vice Chair*
Charlie Gustafson, Tamura Super Market, *Secretary/Treas.*
Lauren Zirbel, HFIA, *Executive Director*
Beau Oshiro, C&S Wholesale Grocers, *Past Chair*
Stan Brown, Acosta Sales & Marketing, *Advisor*
Paul Kosasa, ABC Stores, *Advisor*
Barry Taniguchi, KTA Superstores, *Advisor*
Derek Kurisu, KTA Superstores, *Advisor*

TO:

Committee on Labor and Public Employment
Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: January 31, 2019
TIME: 9:30am
PLACE: Conference Room

RE: HB986 Relating to Minimum Wage

Position: Oppose

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers, and distributors of food and beverage related products in the State of Hawaii.

Allowing the Counties to set their own minimum wages would have a range of unintended negative consequences. If some counties choose to have different minimum wages it would mean people doing the same job, even for the same company, in different counties could be earning different salaries. This is unfair for employees and creates a costly and complicated administrative burden for employers. Hawaii is consistently ranked as one of the worst states to do business, and has a substantial regulatory burden. Operating a multi-county business and having different labor practices and pricing in each county will make it impossible for some businesses to operate in our state, which will lead to job loss.

This measure would also create situations where the entire pay scale for each county could be drastically different. The legislature should not be taking action that will lead to further disparities between Counties in terms of prices, inflation, and cost of living. This is not the right way to support Hawaii employees, Hawaii businesses, or Hawaii's economy. We urge you to vote no on this measure.



LATE

COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair

Rep. Linda Ichiyama Rep. Sean Quinlan
Rep. Lisa Kitagawa Rep. Kyle T. Yamashita
Rep. Angus L.K. McKelvey Rep. Lauren Matsumoto

NOTICE OF HEARING

DATE: Thursday, January 31, 2019
TIME: 9:30 a.m.
PLACE: Conference Room 309

TESTIMONY OF FAIR WIND CRUISES IN OPPOSITION OF HB96

Chair Johanson, Vice Chair Eli, and Members of the LAB Committee:

My name is Jackie Moore-Andresen, PHR, Human Resources and Payroll Manager for Fair Wind Cruises, **speaking in Opposition of HB96 Relating to Minimum Wage:**

Fair Wind Cruises is a family operated Ocean Tourism business operating on the Island of Hawaii for over 48 years. Like Fair Wind, many in the Ocean Tourism sector are family businesses which are locally owned and operated. All operate from the State Boating Facilities managed by DLNR/DOBR. Many have been in business for several decades and are an important and valued part of our respective communities.

Fair Wind does *not* support the idea of having different minimum wage for different counties and believes any increase to the minimum wage should be on a State wide basis.

Fair Wind Cruises does not support the intent of the HB96

Sincerely,

Jackie Moore-Andresen, PHR
Human Resources & Payroll Manager
Fair Wind Cruises

78-6775 MAKENAWAI ST., BOX A
KAILUA-KONA, HAWAII 96740
TELE: 808-322-2644
FAX: 808-322-2913

WWW.FAIR-WIND.COM

LATE

HB-96

Submitted on: 1/30/2019 12:21:05 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Brennan Henders	Individual	Oppose	No

Comments:

January 29, 2019

To: Representative Aaron Johanson, Chair
Representative Stacelynn Eli, Vice Chair
House Committee on Labor and Public Employment

From: Laura Nevitt, Director of Public Policy
Hawaii Children's Action Network

Re: **H.B 96– Relating to Minimum Wage**
Hawaii State Capitol, Room 309, January 31, 9:30 AM

On behalf of Hawaii Children's Action Network (HCAN), we are writing to COMMENT on H.B. 96, which would authorize counties to establish a minimum wage that is a higher wage than the state minimum wage under Chapter 387, Hawaii Revised Statutes .

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to be \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

For these reasons, HCAN thanks you for taking our comments into consideration.

HCAN is committed to building a unified voice advocating for Hawaii's children by improving their safety, health, and education.

LATE



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

**HEARING BEFORE THE HOUSE COMMITTEE ON LABOR
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 309
THURSDAY, JANUARY 31, 2018 AT 9:30A.M.**

To The Honorable Aaron Ling Johanson, Chair;
The Honorable Stacelynn K.M. Eli, Vice Chair; and
Members of the Labor Committee

TESTIMONY IN OPPOSITION TO HB 96 RELATING TO MINIMUM WAGE

Aloha, my name is Pamela Tumpap and I am the President of the Maui Chamber of Commerce with approximately 650 members. I am writing share our opposition to HB 96.

While the Maui Chamber of Commerce supports a living wage and helping employees to earn a living wage, we oppose the proposed bill to authorize the counties to establish a higher minimum wage rate than the state. Before any minimum wage increase is considered, we believe a study on the economic impact of the previous increase and further increases be completed. In addition, the passage of this bill would create unfair competition between the counties and would create pricing disparities for businesses that operate statewide given the potential for different labor costs in each county.

Please see the attached Maui Chamber of Commerce Position Statement on A Minimum Wage Increase for more information.

We appreciate the opportunity to testify on this matter and therefore ask that this bill be deferred.

Sincerely,

Pamela Tumpap

Pamela Tumpap
President

To advance and promote a healthy economic environment for business, advocating for a responsive government and quality education, while preserving Maui's unique community characteristics.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

Minimum Wage Position Statements

A Minimum Wage Is A Starting Wage

Hawaii residents face a high cost of living which can lead some to recommend increasing the Minimum Wage. However, the Minimum Wage is a starting wage for unskilled labor. It is very different from and should not be confused with a living wage which is paid to skilled workers with knowledge and experience that improves performance and adds value to the organization.

The Maui Chamber of Commerce finds that a majority of its members pay employees above the minimum wage for their skilled workforce. We support internships and training programs that help our youth and workers increase their skills to increase their income to a living wage and beyond.

Comparing Hawaii to Other States with Respect To A Minimum Wage Increase Dismisses Distinct Differences

Hawaii businesses face one of the highest costs of doing business in the nation. This includes higher labor costs, fuel and electric rates, health insurance and more. National models of \$15 per hour are being proposed that exceed the previous White House recommendation of \$10.10 per hour (with the Obama Administration) or the higher number being discussed of \$12/hour; however, Hawaii is now at \$10.10 per hour as of January, 2018. While this increase passed, it came with great controversy during the legislative session given national and global financial uncertainty and no economic analysis to predict the impact on businesses.

A Minimum Wage also creates what is known as a wage compression, meaning a compression between wages paid to unskilled labor and skilled labor that results in a wage inflation. Even employers who currently pay more than the minimum wage well understand that other employees will also expect a wage increase when new employees are automatically paid more, which raises wage costs across the board.

When considering Minimum Wage increases, the Maui Chamber of Commerce supports State analysis on the impacts to businesses, the economy and residents before passing a Minimum Wage increase as businesses will be hit with higher costs that do not equate to higher skill levels or improved productivity and those costs will be passed on to consumers. Studies show that rising consumer prices disproportionately hit those who can least afford to pay for it. Floating incomplete legislation comes at a tremendous cost to the taxpayers. Therefore, financial, economic and business studies should be conducted, understood and communicated to the public before any further Minimum Wage increases are enacted.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

Small Businesses Don't Have The Same Economies of Scale

Our County and State are made up of many small businesses who cannot take advantage of economies of scale that larger companies can without increasing costs.

While many of our Chamber members pay more than the current minimum wage and are willing to consider reasonable Minimum Wage increases, the Maui Chamber was unified with Chambers of Commerce across the state that even the \$10.10 per hour minimum wage increase (which went into effect January, 2018) would create a hardship for many businesses, particularly small businesses. Close to 90% of our members are small businesses with 25 or fewer employees. While the economy is picking up, many are still operating with fewer employees than before, less financial resources, more difficulty in borrowing needed capital, and are struggling to keep up with rising costs that are beyond their control, especially rising health care costs. They need an environment where they can stabilize their business, then grow and thrive.

Unless government can prove how raising the Minimum Wage to beyond \$10.10 per hour will allow them to grow their business and create jobs (instead of eliminating internships and lower level positions and passing on higher costs to consumers) then the Maui Chamber of Commerce opposes any further increase and encourages a small business exemption.

We Support Focus On A Living Wage

A Minimum Wage increase is not the answer to reducing poverty. Of the 1.8 million people earning the minimum wage, only 20.8% of them are the head of their household. The rest are students or young adults. Many of those are part of households well above the poverty line. Reports show that we are talking 4% of the population.

The minimum wage was never meant to be living wage. It is an entry level, training wage. Employers pay more for skilled labor, which incentivizes employees to gain additional skills. Many workers, particularly youths, need the experience of having a job, learning the discipline of holding a job, developing a strong work ethic, gaining people skills (courtesy, being helpful), etc. These skills are important. Studies show that youths that started to work early in their lives were much better suited for the workforce as adults. With less opportunities available to them, they will be at a disadvantage when seeking a career.

Many elderly employees are retired, receiving social security, have spouses who receive a pension, etc. and are working to receive medical coverage. With a higher minimum wage increase, many of them will be lose their jobs and medical coverage when companies must cut expenses to survive. Instead of arbitrarily increasing the Minimum Wage, the Maui Chamber of Commerce supports further investment in education and programs to increase skill levels as capable employees have more and better opportunities to make a Living Wage.

LATE



**TESTIMONY OF TINA YAMAKI
PRESIDENT
RETAIL MERCHANTS OF HAWAII
February 6, 2019**

Re: HB 96 RELATING TO MINIMUM WAGE

Good morning Chair Johanson and members of the House Committee on Labor & Public Employment. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

The Retail Merchants of Hawaii (RMH) is a statewide not-for-profit trade organization is committed to support the retail industry and business in general in Hawaii. The retail industry is one of the largest employers in the state, employing 25% of the labor force.

The Retail Merchants of Hawaii strongly opposes HB 96 Relating to Minimum Wage. The most harmful consequence of this minimum wage increase will be on our smaller retailers which face constant and intense competition, not only from other retailers, but also from internet sellers.

The impact of a minimum wage increase is exponential, causing a compression of wages between newly hired/inexperienced workers and the veteran/experienced employees. Mandating scheduled adjustments at the lowest tier of the employment scale causes a tremendous and prohibitive increase in overall employment costs. Furthermore, an increase in payroll costs also leads to increases in benefit costs that are based on wages, including unemployment insurance, Social Security and Medicare, workers' compensation premiums, and vacation and holiday pay. We must also factor in that Hawaii mandates healthcare coverage for workers. This is also another benefit that is a cost to employers that we are having to make adjustments for by restructuring our business plans and budget to accommodate the rising cost of healthcare and other mandated expenses.

Raising the minimum wage and allowing the counties to set their own unlimited minimum wage increase above the state would be very detrimental to many businesses. Over the past few years, the retail industry has seen reasonable growth, with existing companies opening new locations and new retailers entering the marketplace. New retail jobs are being created, with compensation levels based on the current economic conditions, reemployment regulations, and the business philosophy of the employer. Increasing the minimum wage is counterproductive to any further growth of our industry and Hawaii.

We respectfully ask that you hold this measure. Mahalo again for this opportunity to testify.

LATE

HB-96

Submitted on: 1/31/2019 7:00:56 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Brian Miyamoto	Hawaii Farm Bureau	Oppose	No

Comments:

LATE

HB-96

Submitted on: 1/30/2019 1:08:33 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Marcella Mondejar	Individual	Oppose	No

Comments:

LATE

LABtestimony

From: Antonette Port <portr001@hawaii.rr.com>
Sent: Wednesday, January 30, 2019 11:09 AM
To: LABtestimony
Subject: HB96Relating to Minimum Wage

Rep. Aaron Ling Johanson, Chair
Committee on Labor & Public Employment

Aloha Rep. Johanson,

I Have reviewed HB 96 and I believe that it is the State's responsibility to establish minimum wages and should remain as a State function.

I request that your Committee defer any further action on HB 96.

Thank you for this opportunity to submit this testimony.

Richard Port, Former State Chair,
Democratic Party of Hawaii

LATE

LABtestimony

From: Elif Beall <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 12:09 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Elif Beall

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour.

According to DBET, the "self-sufficiency" income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. The minimum wage was higher in 1968 than it is today! The Hawai'i minimum wage in 1968 was \$1.25. Adjusted for inflation, that equals \$11.93 per hour.

With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

From: Jonathan Boyne <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 10:52 AM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Jonathan Boyne

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

But our state's minimum wage is stuck at \$10.10 an hour, or only \$21,000 a year for full-time work. With the highest cost of living in the country and rocketing housing costs, it's no wonder Hawai'i has the highest homelessness rate in the nation.

That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LATE

LABtestimony

From: Landon Li <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 11:10 AM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Landon Li

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: Yes

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

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Mahalo for your consideration of my comments.

LATE

LABtestimony

From: Shannon Rudolph <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 12:09 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Shannon Rudolph

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

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Mahalo for your consideration of my comments.

LABtestimony

LATE

From: Heather Lusk <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 3:32 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Heather Lusk

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

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That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

LATE

From: Ida Peric <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 3:22 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Ida Peric

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: Yes

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

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That's why I urge your Committee and all of our state's lawmakers to raise Hawai'i's minimum wage to at least \$17 per hour first, and then also allow counties to raise their wages higher. Our low-wage workers and their families can't survive on \$21,000 per year and can't wait any longer for a raise.

Mahalo for your consideration of my comments.

LABtestimony

LATE

From: Landon Li <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 4:25 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: Landon Li

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: Yes

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

While counties should be able to raise their minimum wage rate higher than the state's rate, first the statewide floor needs to \$17 an hour. According to the Department of Business, Economic Development & Tourism, the self-sufficiency income standard for a single person without keiki in Hawai'i was close to \$16 an hour in 2016. So after adding inflation, the income needed to meet an individual's basic needs in Hawai'i is \$17 in 2019.

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Mahalo for your consideration of my comments.

LATE

HB-96

Submitted on: 1/30/2019 4:05:39 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lynn Onderko	Individual	Support	No

Comments:

LATE

HB-96

Submitted on: 1/31/2019 7:56:40 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lucia You	Individual	Support	No

Comments:

LABtestimony

LATE

From: David Mulnix <noreply@jotform.com>
Sent: Wednesday, January 30, 2019 9:34 PM
To: LABtestimony
Subject: Comments on HB 96 -- Relating to Minimum Wage

To: House Committee on Labor & Public Employment

From: David Mulnix

Hearing date: Thursday, January 31, 2019, 9:30 a.m.

Hearing location: Conference room 309

Subject: Comments on HB 96 -- Relating to Minimum Wage

Will be attending hearing: No

To the House Committee on Labor & Public Employment:

Thank you for the opportunity to provide comments on HB 96, which would authorize the counties to establish a minimum wage that is higher than the state minimum wage.

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Mahalo for your consideration of my comments.