
A BILL FOR AN ACT

RELATING TO WAGE AND HOURS OF EMPLOYEES ON PUBLIC WORKS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that existing law
2 prohibits laborers and mechanics from working on Saturdays,
3 Sundays, and state holidays, on certain state public work job
4 sites unless the laborer or mechanic receives overtime
5 compensation for all hours worked that day.

6 The legislature further finds that due to this overtime
7 compensation requirement, contractors refrain from scheduling
8 work for workers on Saturdays, Sundays, and state holidays, even
9 when the workers were prevented from working forty hours that
10 week due to conditions and circumstances beyond the contractor's
11 control. This practice deprives workers from receiving full-pay
12 during that week while unnecessarily delaying the completion of
13 the public project.

14 The purpose of this Act is to exempt from the overtime
15 compensation requirement, Saturdays of a week during which a
16 condition or circumstance beyond the control of the contractor
17 prevented workers from working for eight hours on one or more of



1 the regularly scheduled Monday through Friday workdays and the
2 total hours of work performed by the worker on the project
3 during the workweek has not exceeded forty hours, provided that
4 an applicable collective bargaining agreement permits the
5 exemption.

6 SECTION 2. Section 104-2, Hawaii Revised Statutes, is
7 amended by amending subsection (c) to read as follows:

8 "(c) No laborer or mechanic employed on the job site of
9 any public work of the State or any political subdivision
10 thereof shall be permitted or required to work on Saturday,
11 Sunday, or a legal holiday of the State or in excess of eight
12 hours on any other day unless the laborer or mechanic receives
13 overtime compensation for all hours worked on Saturday, Sunday,
14 and a legal holiday of the State or in excess of eight hours on
15 any other day[-]; provided that when an applicable collective
16 bargaining agreement permits, this subsection shall not apply to
17 a Saturday of a week during which a condition or circumstance
18 beyond the control of the person employing the laborer or
19 mechanic, including bad weather, power failure, and accidents
20 that resulted in a fatality, prevented the laborer or mechanic
21 from working for eight hours on one or more of the regularly



1 scheduled Monday through Friday workdays and the total hours of
2 work performed on the project during the workweek by the laborer
3 or mechanic has not exceeded forty hours; provided further that
4 the rate of compensation for that Saturday shall be the basic
5 hourly rate for the first eight hours of work or until the total
6 hours worked during the week reaches forty hours, whichever
7 occurs first, and thereafter the applicable rate for overtime
8 compensation shall apply. The rate for overtime compensation
9 and any other premium rates of pay shall be those rates
10 specified in an applicable collective bargaining agreement when
11 the basic hourly rate is established by a collective bargaining
12 agreement.

13 For purposes of determining overtime compensation under
14 this subsection, the basic hourly rate of any laborer or
15 mechanic shall not be less than the basic hourly rate determined
16 by the director to be the prevailing basic hourly rate for
17 corresponding classes of laborers and mechanics on projects of
18 similar character in the State."

19 SECTION 3. There is appropriated out of the general
20 revenues of the State of Hawaii the sum of \$ or so



1 much thereof as may be necessary for fiscal year 2022-2023 for
2 the enforcement of this Act.

3 The sums appropriated shall be expended by the Department
4 of Labor and Industrial Relations for the purposes of this Act.

5 SECTION 4. Statutory material to be repealed is bracketed
6 and stricken. New statutory material is underscored.

7 SECTION 5. This Act shall take effect on July 1, 2050.



Report Title:

Wage and Hours; Employees on Public Works; Overtime Compensation Requirement; Exception

Description:

Creates an exception to the statutory requirement that overtime compensation be paid for work performed for certain State public work projects on Saturdays, Sundays, and State holidays. Specifically, when an applicable collective bargaining agreement permits, overtime compensation is not required for work performed on a Saturday of a week during which a condition or circumstance beyond the control of the contractor prevented workers from working for eight hours on one or more of the regularly scheduled Monday through Friday workdays, and the total hours of work performed on the project during the workweek by the worker has not exceeded forty hours. Appropriates funds. Effective 7/1/2050. (SD1)

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