

STAND. COM. REP. NO.

1868

Honolulu, Hawaii

, 2023

MAR 31

RE: S.B. No. 1057
S.D. 2
H.D. 2

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirty-Second State Legislature
Regular Session of 2023
State of Hawaii

Sir:

Your Committee on Judiciary & Hawaiian Affairs, to which was referred S.B. No. 1057, S.D. 2, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT EARNINGS,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Require certain job listings to disclose the hourly rate or salary range that reasonably reflects the actual expected compensation; and
- (2) Prohibit an employer from discriminating between employees because of any protected category established under state law by paying wages to employees in an establishment at a rate less than the rate at which the employer pays wages to other employees in the establishment for substantially similar work.

Your Committee received testimony in support of this measure from the Hawai'i Civil Rights Commission, American Association of University Women of Hawaii, American Civil Liberties Union of Hawai'i, Women's Caucus of the Democratic Party of Hawai'i, Hawaii Appleseed Center for Law & Economic Justice, and fourteen individuals. Your Committee received testimony in opposition to

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this measure from the Chamber of Commerce Hawaii, Retail Merchants of Hawaii, National Federation of Independent Business Hawaii Chapter, Society of Human Resource Management Hawaii, and Maui Chamber of Commerce. Your Committee received comments on this measure from one individual.

Your Committee finds that requiring employers to disclose the hourly rate or salary range in a job listing and pay employees in protected categories that do substantially similar work as other employees at the same rate will help reduce pay inequalities.

Your Committee has amended this measure by making a technical, nonsubstantive amendment for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Judiciary & Hawaiian Affairs that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 1057, S.D. 2, H.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as S.B. No. 1057, S.D. 2, H.D. 2.

Respectfully submitted on
behalf of the members of the
Committee on Judiciary &
Hawaiian Affairs,



DAVID A. TARNAS, Chair



State of Hawaii
House of Representatives
The Thirty-second Legislature

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Record of Votes of the Committee on Judiciary & Hawaiian Affairs

Bill/Resolution No.: SB 1057, SD2, HD1	Committee Referral: ECD/LGO, JHA	Date: 3/29/2023		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
JHA Members	Ayes	Ayes (WR)	Nays	Excused
1. TARNAS, David A. (C)	/			
2. TAKAYAMA, Gregg (VC)	/			
3. GANADEN, Sonny	/			
4. HOLT, Daniel				/
5. HASHIMOTO, Troy N.	/			
6. ICHIYAMA, Linda	/			
7. ILAGAN, Greggor				/
8. KONG, Sam Satoru			/	
9. MIZUNO, John M.	/			
10. SOUZA, Kanani	/			
TOTAL (10)	7	0	1	2
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. <small>committee acronym(s)</small>				
Vice Chair's or designee's signature: _____ 				
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