
A BILL FOR AN ACT

RELATING TO EMPLOYMENT EARNINGS.

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

1 SECTION 1. The legislature finds that requiring employers
2 to include pay or salary as part of a job advertisement helps to
3 increase pay transparency and equal pay for all employees.
4 California, Colorado, and New York City have recently enacted
5 laws requiring job advertisements to include pay, and initial
6 experiences have benefited employers, current employees, and
7 prospective employees. Employers and prospective employees
8 spend less time interviewing because prospective employees will
9 not apply to jobs with a pay level that they feel is too low,
10 and existing employees have benefitted from seeing the salaries
11 offered to prospective employees and have used that information
12 to seek higher wages, thereby helping to reduce pay
13 inequalities.

14 The purpose of this Act is to reduce pay inequalities by
15 requiring job listings to disclose the hourly rate or salary
16 range reasonably reflecting the actual expected compensation.



1 SECTION 2. Chapter 378, Hawaii Revised Statutes, is
2 amended by adding a new section to part I to be appropriately
3 designated and to read as follows:

4 "§378- Job listing; disclosures. (a) Subject to
5 subsection (b), all job listings shall disclose an hourly rate
6 or salary range reasonably reflecting the actual expected
7 compensation.

8 (b) This section shall not apply to:

- 9 (1) Job listings for an internal transfer or promotion of
10 an employee with the employee's current employer; or
11 (2) Public employee positions for which salary, benefits,
12 or other compensation are determined pursuant to
13 collective bargaining."

14 SECTION 3. This Act does not affect rights and duties that
15 matured, penalties that were incurred, and proceedings that were
16 begun before its effective date.

17 SECTION 4. New statutory material is underscored.

18 SECTION 5. This Act shall take effect on January 1, 2024.



H.B. NO. 1354

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INTRODUCED BY:

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JAN 25 2023



H.B. NO. 1354

Report Title:

Employment; Compensation Disclosure; Job Listing

Description:

Requires certain job listings to include an hourly rate or salary range. Takes effect 1/1/2024.

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