

STAND. COM. REP. NO.

1474

Honolulu, Hawaii

MAR 30 2023

RE: S.C.R. No. 117

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Second State Legislature
Regular Session of 2023
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred S.C.R. No. 117 entitled:

"SENATE CONCURRENT RESOLUTION REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONDUCT A STUDY OF THE EXEMPTIONS TO HAWAII'S MINIMUM WAGE LAW,"

begs leave to report as follows:

The purpose and intent of this measure is to request that the Department of Labor and Industrial Relations conduct a study of the exemptions to Hawaii's minimum wage law that specifically consider the exemptions from the definition of "employee" that are contained in section 387-1, Hawaii Revised Statutes, including whether any of those exemptions should be repealed.

Your Committee received testimony in support of this measure from the Department of Labor and Industrial Relations, Education Caucus of the Democratic Party of Hawai'i, Labor Caucus of the Democratic Party of Hawai'i, Imua Alliance, Hawaii State AFL-CIO, International Alliance of Theatrical Stage Employees Local 665, Hawai'i Workers Center, and three individuals.

Your Committee finds that an evaluation of the exemptions of Hawaii's minimum wage law will help determine whether amendments are appropriate and necessary. Your Committee notes that one of the exemptions is for workers who are guaranteed compensation totaling \$2,000 or more a month. Your Committee recognizes that with the minimum wage increase schedule enacted through Act 114,



Session Laws of 2022, a worker under this exemption would progressively earn below the minimum wage through 2028. This measure is intended to ensure that Hawaii's working families are able to meet their basic needs as the cost of living in the State continues to increase.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee concurs with the intent and purpose of S.C.R. No. 117 and recommends its adoption.

Respectfully submitted on
behalf of the members of the
Committee on Labor and
Technology,



SHARON MORIWAKI, Chair



