

STAND. COM. REP. NO.

1326

Honolulu, Hawaii

MAR 18, 2025

RE: S.B. No. 1454
S.D. 1
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Madame:

Your Committee on Labor, to which was referred S.B. No. 1454,
S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO THE WAGE AND HOUR LAW,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Require the Department of Labor and Industrial Relations to issue an order of wage payment violation when it finds that a violation has occurred without remedy;
- (2) Clarify the definition of "wage" to mean compensation for labor or services rendered by an employee, without regard of how the amount is calculated; and
- (3) Establish penalties for employers that commit wage payment violations.

Your Committee received testimony in support of this measure from the Department of Labor and Industrial Relations.

Your Committee finds that under the existing Wage and Hour Law there is no provision for the Department of Labor and Industrial Relations to issue an order of wage payment violation

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when it finds, as a result of its own investigation, that an employer has violated the Wage and Hour Law. This measure seeks to remedy this by authorizing the Department of Labor and Industrial Relations to issue orders of wage payment violations, establishing penalties, enforcement, and an appeals process, and clarifying that "wage" means compensation for labor rendered by an employee, regardless of how it was calculated, to ensure that all workers that earn any amount of compensation are protected.

Your Committee has amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 1454, S.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 1454, S.D. 1, H.D. 1, and be referred to your Committee on Judiciary & Hawaiian Affairs.

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



JACKSON D. SAYAMA, Chair



