



# **HAWAI‘I CIVIL RIGHTS COMMISSION**

## **KOMIKINA PONO KĪWILA O HAWAI‘I**

830 PUNCHBOWL STREET, ROOM 411, HONOLULU, HI 96813 · PHONE: (808) 586-8636 · FAX: (808) 586-8655 · TDD: (808) 586-8692

Monday, February 2, 2026 3:00 p.m.  
Conference Room 225 & Videoconference  
State Capitol, 415 South Beretania Street

To:

[COMMITTEE ON LABOR AND TECHNOLOGY](#)

Senator Brandon J.C. Elefante, Chair

Senator Rachele Lamosao, Vice Chair

From: Alphonso Braggs, Chair  
and Commissioners of the Hawai‘i Civil Rights Commission

**Re: SB 2386 Relating to EMPLOYMENT EARNINGS**  
**Testimony in SUPPORT with COMMENTS preferring SB2150**

The Hawai‘i Civil Rights Commission (HCRC) carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5. HCRC has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment (Chapter 378, Part I, HRS), housing (Chapter 515, HRS), public accommodations (Chapter 489, HRS), and access to state and state-funded services (HRS § 368-1.5).

Thank you for the opportunity to testify on SB2386, which amends HRS §378-2.8 to clarify job listing disclosure requirements and adjust the exemption threshold for small employers. We support SB2386 because it helps make clear that all types of employers are covered and is another step toward pay equity in Hawai‘i, **however, we prefer SB2150 because it protects all employees and is more consistent with Hawai‘i’s fair employment laws and the Hawai‘i Constitution.**

Pay inequity hits hardest in groups that already face barriers: women, especially Native Hawaiian, Pacific Islander, and Filipina women; people of color; workers in rural areas, where small employers dominate; workers in low-wage industries, where pay secrecy is common; and anyone who lacks bargaining power, including young workers and immigrants.

But the truth is that everyone is affected. When unfair pay is allowed to continue, it drags down wages across entire industries, normalizes secrecy, and creates a culture where discrimination can hide.

The Hawai'i State Constitution contains one of the strongest equal rights provisions in the country. Article I, Section 5 states:

**“No person shall be denied the equal protection of the laws.”**

This is a broad, affirmative guarantee. *It does not say “only in workplaces with more than 25 employees.” It says **no person**.*

Pay equity is about equal protection. If two people do the same work, the law should protect their right to be paid fairly. When pay equity laws exclude workers in small workplaces, they carve out a constitutional right based on employer size. That is inconsistent with Hawai'i's constitutional commitment to equality.

Hawai'i's Constitution also includes Article I, Section 3, which protects **equal rights regardless of sex**. Pay discrimination is one of the clearest and most measurable forms of sex-based inequality. Ensuring pay equity is one of the most direct ways to fulfill this constitutional mandate.

Pay equity and pay transparency are essential for making sure people are paid fairly for the work they do. When pay practices are open and easy to understand, it becomes much harder for unfair differences to take root. This helps prevent hidden disparities, builds trust, and gives employees the information they need to make informed decisions. In a state with a high cost of living like Hawai'i, fair pay is not just a workplace issue. It is a matter of basic economic security for families.

The HCRC supports SB2386 as a step toward clarity, but **SB2150** better reflects Hawai'i's long-standing commitment to fairness. Hawai'i's anti-discrimination law in HRS Chapter 378 applies to employers with only one employee. This shows the Legislature's belief that civil rights protections should not depend on the size of the employer.

SB2386, on the other hand, would exempt employers with fewer than twenty-five employees from salary disclosure requirements. This would leave a large number of workers without the transparency needed to identify or challenge unfair pay practices. It would also affect many women, minorities, and people in rural communities where small employers are the norm.

SB2150 is more consistent with Hawai'i's history of protecting workers in all workplaces. It avoids creating gaps in coverage that weaken pay equity and limit transparency. Salary transparency is one of the most effective tools we have to close pay gaps and ensure that compensation is based on merit and job-related factors.

For these reasons, we respectfully urge the Committee to reject SB2386 in its current form and advance SB2150, which better reflects Hawai'i's commitment to fairness, equity, and transparency in employment practices.

Pay should not apply only to employers with more than fifty or twenty-five employees when other civil rights protections in Hawai'i apply to all employees.

Thank you for the opportunity to testify.



745 Fort St. Mall  
17<sup>th</sup> Floor  
Honolulu, HI 96815

808-521-9500  
NFIB.com

January 31, 2026

TO: Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair  
Members of the Committee on Labor and Technology

FR: Michael Iosua, State Director  
NFIB, Hawaii Chapter

RE: **OPPOSITION** TO SB 2386 – RELATING TO EMPLOYMENT EARNINGS

Hearing date: February 2, 2025, at 3:00 PM

Aloha Chair Elefante, Vice Chair Lamosao and members of the committee,

Mahalo for the opportunity to submit testimony on behalf of NFIB's Hawaii Chapter in **OPPOSITION** to SB 2386 – RELATING TO EMPLOYMENT EARNINGS. NFIB is a nonprofit, nonpartisan, and member-driven organization exclusively dedicated to small and independent businesses. With members in all four counties, NFIB's Hawaii chapter advocates on issues that affect Hawaii's small and independent business owners.

While we appreciate the Legislature's continued focus on transparency and fairness in the workplace, this measure would impose significant additional burdens on small employers at a time when many are still struggling with workforce shortages, rising operating costs, and economic uncertainty.

SB2386 lowers the employer exemption threshold for pay-range disclosure requirements from fifty employees to twenty-five employees. Many locally owned businesses operate at or near this level, and reducing the threshold would substantially expand the number of small employers subject to these requirements. For businesses without dedicated human resources staff or legal support, this change would add complexity and cost to routine hiring decisions, making it more difficult to compete with larger employers for talent.

The bill would also apply pay disclosure requirements to part-time, temporary, and seasonal positions. Small businesses frequently rely on these flexible hiring arrangements to respond to

seasonal demand, tourism fluctuations, and short-term operational needs. Requiring fixed pay ranges for these roles, which often vary based on availability, experience, and market conditions, may discourage businesses from posting jobs at all or reduce their ability to adjust compensation to meet real-time workforce needs.

In addition, the expanded requirements increase the risk of inadvertent noncompliance and potential liability for small employers. Minor discrepancies in job postings, even when made in good faith, could expose businesses to enforcement actions or complaints. For small businesses operating on thin margins, these risks divert limited resources away from job creation, wage growth, and employee benefits.

While we support the goal of promoting transparency and fairness in compensation practices, SB 2386 adopts a one-size-fits-all approach that does not adequately account for the realities faced by small employers in Hawai'i. We respectfully urge the Committees to **DEFER SB 2386** this measure or in the alternative, retain the existing fifty-employee threshold, provide clearer guidance and compliance support for small businesses, and ensure that any expansion of requirements is implemented in a measured and collaborative manner.



To: Hawaii State Senate Committee on Labor and Technology  
Chair: Senator Elefante  
Vice Chair: Senator Lamosao

RE: Testimony in support of SB2386 Relating to Employment Earnings

Dear Chair Elefante, Vice Chair Lamosao, and members of the Committee,

Thank you for hearing this measure. AAUW of Hawai'i strongly supports SB2386, a measure which would require employers with more than 25 employees to disclose wage ranges on job listings. **We request an amendment** and remove exempting employers with fewer than 25 employees because all employees deserve pay transparency and pay transparency is good for all businesses. Over 20% of the Hawai'i's workforce work for businesses with fewer than 25 employees accordingly to DBEDT<sup>1</sup>.

Pay transparency is one of the best employment practices according to a study by Payscale<sup>2</sup> and 82% of U.S. workers are more likely to consider applying for a job if pay range is included in the job posting according to a study by Society of Human Resource Management<sup>3</sup>. This bill with the requested amendment would make the best employment practice available to all employers and employees. This bill can make Hawai'i a leader in the area of pay equity.

- Research shows that workers stay longer and are more productive, when working for companies which treat them with dignity.
- A recent Harvard-Berkeley study showed that pay inequality decreased worker attendance, cooperation, and output.<sup>4</sup>
- Being up front about wages saves businesses time so that they are not interviewing candidates that will eventually turn them down. In addition to fairness, this is also about efficiency.<sup>5</sup>
- Salary ranges help employers including small businesses control their pay expenses and ensure pay equity among employees. It is critical that employers have rational explanations for why they pay their employees a certain rate, and defined salary ranges help accomplish that.<sup>6</sup>

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<sup>1</sup> [https://files.hawaii.gov/dbedt/economic/data\\_reports/DLIR/LFR\\_QCEW\\_ES2024FIRM.pdf](https://files.hawaii.gov/dbedt/economic/data_reports/DLIR/LFR_QCEW_ES2024FIRM.pdf)

<sup>2</sup> <https://www.forbes.com/sites/josiecox/2024/03/20/pay-transparency-is-a-best-practice-in-corporate-america-study-finds/>

<sup>3</sup> <https://www.shrm.org/topics-tools/news/all-things-work/pay-transparency-equity>

<sup>4</sup> Emily Breza, Supreet Kaur & Yogita Shamdasanani 2016 "The Morale Effects of Pay Inequality," *NBER Working Papers*, National Bureau of Economic Research

<sup>5</sup> Glassdoor, "Is Salary Transparency More Than a Trend", [https://www.glassdoor.com/research/app/uploads/sites/2/2015/04/GD\\_Report\\_2.pdf](https://www.glassdoor.com/research/app/uploads/sites/2/2015/04/GD_Report_2.pdf)

<sup>6</sup> Society for Human Resource Management, "How to Establish Salary Range", <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/howtoestablishsalaryranges.aspx>

For these reasons, **we request an amendment** and remove exempting employers with fewer than 25 employees because all employees deserve pay transparency and pay transparency is good for all businesses.

Thank you for your consideration.

Sincerely,  
Younghee Overly  
AAUW of Hawai'i Public Policy Committee

*The American Association of University Women (AAUW) of Hawai'i is an all-volunteer, statewide chapter of a national organization with close to 4000 members and supporters across all four counties - Hawai'i, Honolulu, Kaua'i, and Maui. AAUW has state chapters in all 50 states and our mission is to advance gender equity through education and advocacy. Economic security for women is our goal.*



**LATE**

**SB-2386**

Submitted on: 2/2/2026 12:57:12 AM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ann S Freed	Testifying for Hawai'i State Democratic Women's Caucus	Support	Written Testimony Only

Comments:

**COMMITTEE ON LABOR AND TECHNOLOGY**

Senator Brandon J.C. Elefante, Chair

Senator Rachele Lamosao, Vice Chair

Aloha Chair Elefante, Vice Chair Lamosao and members.

Strong support for SB 2386 relating to pay transparency.

We are very concerned that this bill has been removed from the agenda but are moved to send testimony anyway, as this issue is pressing in these dire times for women economically. If remedies are not reached then even more women and their families will fall in to poverty and homelessness.

The Hawaii Democratic Women's Caucus is in strong support of this bill which will remedy a defect in the current law which exempts employers with less than 50 employees. Turns out that the majority of businesses in the state have less the 50 employees, rendering the current law ineffective. This bill would require all employers to publish salary ranges for job openings - a simple and just solution with no cost to the employer.

We hope that you will reschedule this bill and our caucus would really appreciate an explanation as to why it was removed from the hearing.

Women are the backbone of social order, but we are under vicious and violent attack, metaphorically and physically. Our Senator Mazie Hirono has said that in these times we need to do everything. This bill represents one small part of that everything.

Me ke aloha pumehana

Ann S Freed, Co-Chair, Hawai'i Democratic Women's Caucus.

## TESTIMONY IN SUPPORT OF S.B. 2386

To: Honorable Chair Brandon J.C. Elefante and Vice Chair Rachele Lamosao  
and  
Members of the Committee on Labor and Technology

From: Robin Wurtzel

Date: January 30, 2026

I am writing, as an individual, in strong support of S.B.2386. The bill amends HRS 378-2.8, a fairly recent statute. The amendments increase the requirement to disclose hourly rates or salary ranges on job listings which apply to full-time, part-time, temporary, or seasonal employment. Exempts employers having fewer than twenty-five employees, rather than fifty.

This bill extends the statute to more people, and will allow equal pay for a larger group. It gives job applicants more information when applying, to determine if the job is appropriate. This benefits employers as well as employees. Most importantly, pay transparency puts all applicants on equal footing.

I hereby submit testimony in support of S.B. 2386.

**SB-2386**

Submitted on: 1/30/2026 4:14:40 PM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jamie Newalu	Individual	Support	Written Testimony Only

Comments:

**January 30, 2026**

**TO: The Members of the Hawai'i Senate Committee on Labor and Technology**

**FROM: Jamie Newalu, Private Citizen**

**SUBJECT: SB2386 Relating to Employment Earnings**

**Clarifies that the requirement to disclose hourly rates or salary ranges on job listings applies to full-time, part-time, temporary, or seasonal employment. Exempts employers having fewer than twenty-five employees, rather than fifty, from the disclosure requirement. Effective 1/1/2027.**

**Hearing: Friday, February 02, 2026 at 3:00pm**

**I respectfully submit testimony in support of SB2386.**

**Pay transparency is essential to promoting fair and equitable wages for all workers. It helps prevent discrimination and exploitation, while encouraging employers of all sizes to adopt fair and consistent labor practices. For these reasons, I support removing all exemptions to pay transparency requirements.**

**Sincerely,**

**Jamie Newalu**

**SB-2386**

Submitted on: 1/31/2026 10:12:09 AM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Wendy Dame	Individual	Support	Written Testimony Only

## Comments:

Please remove exemption all together. Pay transparency is good for all employees and employers regardless of the size of the business. Employees are more apt to stay in. job when they feel that they are treated with dignity and respect.

Hearing Date: Monday, February 2, 2026 3:00 pm, Room 225

To: Senate on Labor and Technology  
Chair, Senator Brandon J.C. Elefante  
Vice Chair, Senator Rachele Lamosao

From: Jean Evans, (Individual)

**Re: TESTIMONY IN SUPPORT OF SB 2386 RELATING TO EMPLOYMENT EARNINGS**

My name is Jean Evans. I retired after 40 years holding executive positions in Hawaii non-profit agencies. In these positions I have interviewed and hired hundreds of applicants. I am also a member of AAUW Hawaii.

**I support of SB 2386 Relating to Employment Earnings**

SB 2386 expands equal pay protections in Hawaii. It builds upon Act 203 that was passed in 2023, which requires employers with fifty (50) or more employees to make wage range information available in job listings. This measure expands that requirement down to companies with more than twenty-four (24) employees.

It is well documented that there remains a large gap in gender pay across the nation and in Hawaii where women earned only 87.54% of what men earned in 2023. This pay-gap hits women especially hard here in Hawaii with our notoriously high cost of living often making it very difficult to make ends meet.

**While I support this next expansion step, I strongly urge you to go even further in ensuring pay transparency by not limiting this requirement to only companies with more than 24 employees, by entirely removing the limit and making this applicable for all employees.**

According to DBED (Hawaii Department of Business, Economic Development and Tourism) 20% of workforce (or 159,113 workers) work for businesses with 19 or fewer employees. Many of these jobs are in the service and non-profit sectors. Non-profit agencies in Hawaii have historically offered low salaries which did not reflect the level of education, experience and responsibility associated with the positions. These agencies, which were predominately filled by females with a few male top executives, were seen as helping and giving organizations and so perpetuated the idea that the women should work for lower wages for the good of the community. Slowly this mind-set is changing to reflect a more professional attitude toward the non-profit workforce. However, this change has been slow and contributes to the state-wide wage gap.

Over the years I have held two executive director positions in agencies with fewer than 24 employees here in Hawaii. When I applied for the first one, I had no idea of the salary range, or even if there was one. When I inquired about the salary I was told only that it was “flexible”. That response did not give me a clue as to what to expect. Only after being in that position, with a salary I thought fair, did I discover to my dismay and embarrassment that my predecessor’s salary was over **twice** what mine was. The offered salary amount seemed arbitrary and unfair and got me looking for positions elsewhere. This situation continues today.

As an executive seeking to hire qualified people, I interviewed many good candidates only to find out that their salary requirements were higher than I could offer. If I had been required to post the ranges I could have saved their time and mine. Based on the budget, I knew what the salary ranges were, but formally posting those was not the customary way recruitment was done. I realize now that compensation transparency would have helped me both as an employer and employee.

Employee turnover continues to be a problem in Hawaii, especially when unemployment is low. This bill, especially if it includes the modification I am suggesting to cover all employees, is an important step in reducing turnover by ensuring competitive salaries, equal treatment, and assisting employers to control their expenses with set pay ranges.

Let Hawaii become a leader in the area of salary transparency by passing this legislation as another step toward leveling salary discrepancies and retaining talented employees. I see this measure as a win for both employers and employees. I encourage your support for this bill.

Mahalo for allowing me to submit my testimony today.

**SB-2386**

Submitted on: 1/31/2026 11:30:55 AM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sandy Ma	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Elefante, Vice Chair Lamosao, and Members of the Labor and Technology Committee,

I am a member of AAUW of Hawaii. I am testifying in support of SB 2386, clarifying that the requirement to disclose hourly rates or salary ranges on job listings applies to full-time, part-time, temporary, or seasonal employment and exempting employers having fewer than twenty-five employees, rather than fifty, from the disclosure requirement.

In 2023, Hawaii adopted a pay transparency bill which required employers with fifty or more employees to make wage range information available in job listings.

Unfortunately, even with the 2023 legislation, we still currently see the gender pay gap continuing. Women working full-time in Hawai‘i earned 87.54% of what men earned in 2023 (<https://www.aauw.org/resources/article/gender-pay-gap-by-state/>) and the gender pay gap is present in 74% of jobs in Hawai‘i (<https://manoa.hawaii.edu/news/article.php?aId=13272>).

While SB 2386 will require employers with 25 or more employees (versus employers with 50 or more employees in the 2023 legislation) to practice pay transparency, this will not be sufficient to end this disparity. 20% of the Hawai‘i workforce work for businesses with 19 or fewer employees.

See [https://files.hawaii.gov/dbedt/economic/data\\_reports/DLIR/LFR\\_QCEW\\_ES2024FIRM.pdf](https://files.hawaii.gov/dbedt/economic/data_reports/DLIR/LFR_QCEW_ES2024FIRM.pdf).

Therefore, I respectfully ask you to amend SBSB 2386 to cover all employers and eliminate the exemption. Gender pay gap penalizes all households in Hawai‘i, as many households rely on the paychecks of more than one household member. Gender pay gap penalizes children excessively, because many children reside in female-headed households.



Please amend SB 2386 so that all employers must practice pay transparency and move SB 2386 out of your Committee. Mahalo!

Sandy Ma

**SB-2386**

Submitted on: 2/1/2026 7:48:15 AM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Victoria Brewster	Individual	Support	Written Testimony Only

## Comments:

SB2386 is a win-win for Hawaii employers - low cost implementation with high performance employee engagement. U.S. workers are more likely to consider applying for a job if pay range is included in the job posting according to a study by Society of Human Resource Management (<https://www.shrm.org/topics-tools/news/all-things-work/pay-transparency-equity>) as this saves time on understanding if the job will pay a wage that meets their needs. While passage of Act 203 in 2023 was a big step towards ensuring pay equity, this bill (SB2386) would increase pay transparency for all employees and provide a strong equal pay protection with minimal cost or disruption to employers.

**SB-2386**

Submitted on: 2/1/2026 10:08:44 AM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Annette Barr	Individual	Support	Written Testimony Only

## Comments:

I support expanding this bill to apply to all businesses, no matter the number of employees. This will benefit the business community as well as the employees.

To: Senate Labor and Technology Committee  
Re: Testimony in SUPPORT of SB2386

Dear Chair Elefante, Vice Chair Lamosao, and the Members of Committee,

Hawaii can be a leader in pay equity and was making significant progress in reducing the gender pay gap until a few years ago. However, the gap persists and is present in 74% jobs in Hawaii.

Salary transparency plays a role in ensuring pay equity and can do so with minimal cost or disruption to employers. Act 203 of 2023 was a step in the right direction by requiring employers with fifty or more employees to make wage range information available in job listings. SB2386 continues this progress, but please remove the exemption all together so that this applies to ALL employers.

In my personal experience as a manager, I can attest that sharing such pay range information upfront saved me time and money. I could conduct an interview process efficiently knowing that job candidates were aware of their potential salary range. Also, in this day and age, I found job candidates will ask if the information is not forthcoming.

Please support SB2386 with the exemption removed all together.

Sincerely,  
Nancy Rustad

COMMITTEE ON LABOR AND TECHNOLOGY  
Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair

HEARING:

Monday, February 2, 2026 at 3:00 PM  
Conference Room 225 & Videoconference  
State Capitol  
415 South Beretania Street

RE: SB 2386 - RELATING TO EMPLOYMENT EARNINGS.

TESTIMONY IN **SUPPORT**

Aloha Chair Elefante, Vice Chair Lamosao, and Members of the Committee,

My name is Christine Andrews, and I live in Wailuku, Maui. I write to you today in **support** of SB 2386, Relating to Employment Earnings. I worked on gender equity in STEM as a workforce development for many years, and wrote over ten peer-reviewed papers on best practices in the field. I also owned a small business on Maui for over 23 years and understand that the outcomes intended by SB 2386 place no burden on employers, while benefiting employees and improving pay equity.

The goal of this bill is to establish Hawaii as a leader in the field of pay equity, as Hawaii has led the way in civil rights. The gender pay gap persists despite progress made in women's labor participation. Women working full-time in Hawai'i earned 87.54% of what men earned in 2023<sup>1</sup> and gender pay gap is present in 74% of jobs in Hawai'i<sup>2</sup>. Hawai'i is considered as a state with moderate equal pay protection<sup>3</sup>. California, Colorado, Illinois, Maryland, Massachusetts, New Jersey, New York, Oregon, and Washington are considered as states with strong equal pay protection. While passage of Act 203 in 2023 was a big step towards ensuring pay equity, this bill would increase pay transparency for **all employers** and provide a strong equal pay protection with a minimal cost or disruption to employers.

While Act 203 of 2023 requires employers with fifty or more employees to make wage range information available in job listings to encourage pay equity, SB2386 builds upon this to require **all employers** to make wage range information available in job listings.

Please consider the following research in support of this measure:

- Pay transparency has become a best practice according to a study by Payscale<sup>4</sup>
- Pay transparency required by Act 203 of 2023 doesn't help one-third of the workforce who work for businesses with 49 or fewer employees, according to DBEDT<sup>5</sup>
  - 20% of workforce work for businesses with 19 or fewer employees

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<sup>1</sup> <https://www.aauw.org/resources/article/gender-pay-gap-by-state/>

<sup>2</sup> <https://manoa.hawaii.edu/news/article.php?aId=13272>

<sup>3</sup> [https://www.aauw.org/app/uploads/2020/10/SimpleTruth\\_States\\_2020update.pdf](https://www.aauw.org/app/uploads/2020/10/SimpleTruth_States_2020update.pdf)

<sup>4</sup> <https://www.forbes.com/sites/josiecox/2024/03/20/pay-transparency-is-a-best-practice-in-corporate-america-study-finds/>

<sup>5</sup> [https://files.hawaii.gov/dbedt/economic/data\\_reports/DLIR/LFR\\_QCEW\\_ES2024FIRM.pdf](https://files.hawaii.gov/dbedt/economic/data_reports/DLIR/LFR_QCEW_ES2024FIRM.pdf)

- 82% of U.S. workers are more likely to consider applying for a job if pay range is included in the job posting according to a study by Society of Human Resource Management<sup>6</sup>
- Research shows that workers stay longer and are more productive, when working for companies which treat them with dignity. A recent Harvard-Berkeley study showed that pay inequality decreased worker attendance, cooperation, and output.<sup>7</sup>
- Being up front about wages saves businesses time so that they are not interviewing candidates that will eventually turn them down. In addition to fairness, this is also about efficiency.<sup>8</sup>
- Salary ranges help employers control their pay expenses and ensure pay equity among employees. It is critical that employers have rational explanations for why they pay their employees a certain rate, and defined salary ranges help accomplish that.<sup>9</sup>
- Gender pay gap penalizes all households in Hawaii, since many households rely on the paychecks of more than one household member. Gender pay gap penalizes children excessively, because many children reside in female-headed households. If the \$11,067 annual gender pay gap is eliminated, a working woman in Hawaii would have enough money to purchase 6 months of rent, 10 months of healthcare premium, and 9.6 months of child care<sup>10</sup>.

Based upon my experience promoting best practices in equity, as a small business owner for over 23 years, I ask that you **support SB 2386** and thank you for holding a hearing on this important measure.

Christine L. Andrews, J.D.  
Wailuku, Maui

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<sup>6</sup> <https://www.shrm.org/topics-tools/news/all-things-work/pay-transparency-equity>

<sup>7</sup> Emily Breza, Supreet Kaur & Yogita Shamdasanani 2016 "The Morale Effects of Pay Inequality," *NBER Working Papers*, National Bureau of Economic Research

<sup>8</sup> Glassdoor, "Is Salary Transparency More Than a Trend", [https://www.glassdoor.com/research/app/uploads/sites/2/2015/04/GD\\_Report\\_2.pdf](https://www.glassdoor.com/research/app/uploads/sites/2/2015/04/GD_Report_2.pdf)

<sup>9</sup> Society for Human Resource Management, "How to Establish Salary Range", <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/howtoestablishsalaryranges.aspx>

<sup>10</sup> <https://nationalpartnership.org/report/wage-gap/>

**LATE**

**SB-2386**

Submitted on: 2/1/2026 5:40:27 PM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Beth Anderson	Individual	Support	Written Testimony Only

Comments:

I support SB2386 because a gender gap persists in our state and that is wrong. Women working full-time in Hawaii earned 87.54% of what men earned in 2023. This bill would increase pay transparency for all employees and greatly improve the level of Hawaii's equal pay protection. It would also stop the penalties on households in Hawaii since many rely on paychecks from more than one household member. Gender pay gap penalizes children excessively, because many children reside in female-headed households.

Pay transparency is good practice and fair treatment of employees. 82% of U.S. workers are more likely to consider applying for a job if a pay range is included on the job posting. Studies have shown that pay inequality leads to decreased worker attendance, cooperation, and output.

Help achieve justice and dignity for all workers. Studies have shown that workers stay longer and are more productive when working for companies that treat them with dignity, and this includes equal pay.

Thank you for supporting SB 2386

**LATE**

**SB-2386**

Submitted on: 2/1/2026 5:59:03 PM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Eileen M Gawrys	Individual	Support	Written Testimony Only

Comments:

Please remove exemption all together. Pay transparency is good for all employees and employers regardless of the size of the business. Lack of transparency breeds undue competition and suspicion rather than a sense of community.



**LATE**

**SB-2386**

Submitted on: 2/2/2026 7:23:48 AM

Testimony for LBT on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Elizabeth Hansen	Individual	Support	Written Testimony Only

Comments:

Please remove exemption all together. Pay transparency is good for all employees and employers regardless of the size of the business. Mahalo