
A BILL FOR AN ACT

RELATING TO LABOR.

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

1 SECTION 1. The Hawaii Revised Statutes is amended by
2 adding a new chapter to be appropriately designated and to read
3 as follows:

4 "CHAPTER

5 UNIVERSAL LIVING WAGE

6 § -A Findings. According to the conference of mayors,
7 the federal minimum wage is insufficient for anyone to afford
8 housing in any major city in America. The finding of the
9 conference of mayors is that the inadequacy of the minimum wage
10 rate is the most significant contributing factor to
11 homelessness. The conference of mayors recommends that not more
12 than thirty per cent of monthly income be devoted to housing
13 costs.

14 This chapter enacts the universal living wage formula,
15 which is locale sensitive and ensures that any person working
16 forty hours per week in Hawaii at the universal living wage can
17 afford to pay for basic housing.



1 § **-B Universal living wage; application.** (a) This
2 chapter shall supercede the minimum wage requirements under
3 section 387-2 only if the calculations under this chapter result
4 in a minimum wage that is higher than the applicable wage rate
5 specified in section 387-2.

6 (b) When applicable pursuant to subsection (a), the
7 universal living wage under this chapter shall be the minimum
8 wage and shall apply to all employees, whether full- or part-
9 time.

10 § **-C Calculation of the universal living wage.** (a) The
11 universal living wage shall be determined by the department of
12 labor and industrial relations for each calendar year and shall
13 be published to all employers and as a public notice in a manner
14 set forth in section 1-28.5. The universal living wage shall be
15 calculated for each county by the department of labor and
16 industrial relations as follows:

17 (1) The department shall determine the fair market rent,
18 as established by the United States Department of
19 Housing and Urban Development, for a one-bedroom
20 apartment or other unit as determined by the
21 department;



1 (2) The fair market rent determined under paragraph (1)
2 shall be divided by .30 to yield the monthly gross
3 income necessary in each county to afford basic
4 housing;

5 (3) The amount yielded under paragraph (2) shall be
6 multiplied by twelve to yield the annual gross income
7 necessary in each county to afford basic housing;

8 (4) The amount yielded under paragraph (3) shall be
9 divided by two thousand eighty (based on forty hours
10 per week times multiplied by 4.33 weeks per month);
11 and

12 (5) The amount yielded under paragraph (4) shall be the
13 universal living wage in each county in this State."

14 SECTION 2. Section 387-2, Hawaii Revised Statutes, is
15 amended to read as follows:

16 "**§387-2 Minimum wages.** Except as provided in section
17 387-9 and this section, every employer shall pay to each
18 employee employed by the employer, wages at the rate of not less
19 than:

20 (1) \$6.25 per hour beginning January 1, 2003;

21 (2) \$6.75 per hour beginning January 1, 2006; and

22 (3) \$7.25 per hour beginning January 1, 2007[-];



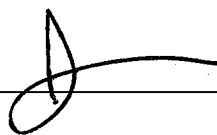
1 provided that if the universal living wage formula under
2 chapter is higher than the minimum wage under this
3 subsection, the universal living wage formula shall supercede
4 this section as the minimum wage in each county.

5 The hourly wage of a tipped employee may be deemed to be
6 increased on account of tips if the employee is paid not less
7 than 25 cents below the applicable minimum wage by the
8 employee's employer and the combined amount the employee
9 receives from the employee's employer and in tips is at least 50
10 cents more than the applicable minimum wage."

11 SECTION 3. Statutory material to be repealed is bracketed
12 and stricken. New statutory material is underscored.

13 SECTION 4. This Act shall take effect on January 1, 2012.
14

INTRODUCED BY: _____



By request



Report Title:

Labor; Universal Living Wage

Description:

Enacts the universal living wage as the minimum wage if the calculation yields a higher dollar amount per hour than the statutorily specified minimum wage. Takes effect 1/1/2012.

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