

Honolulu, Hawaii

FEB 14 2013

RE: S.B. No. 332  
S.D. 1

Honorable Donna Mercado Kim  
President of the Senate  
Twenty-Seventh State Legislature  
Regular Session of 2013  
State of Hawaii

Madam:

Your Committee on Judiciary and Labor, to which was referred S.B. No. 332 entitled:

"A BILL FOR AN ACT RELATING TO WAGES,"

begs leave to report as follows:

The purpose and intent of this measure is to protect employees by requiring employers to provide their employees with specific wage information at the time of hiring and on pay statements and to expand the criminal and civil penalties available for enforcement purposes.

Subsequent to the initial hearing on this measure, your Committee posted a proposed S.D. 1 for review and comment. The proposed S.D. 1 amends this measure by deleting its contents and replacing it with language from S.B. No. 1148 (Regular Session of 2013). Specifically, this proposed S.D. 1 requires employers to:

- (1) Provide employees with specific wage and employer information in employees' pay records; and
- (2) Maintain accurate and timely wage recordkeeping.

Your Committee received testimony in support of the proposed S.D. 1 from the Department of Labor and Industrial Relations and International Longshore and Warehouse Union, Local 142.

Your Committee finds that existing law requires employers to provide basic pay information on their employees' pay statements.



This proposed S.D. 1 provides greater transparency and clarity to employees regarding their wages, rates, and hours and makes it easier for employers to budget finances. Furthermore, this proposed S.D. 1 will provide clear information to the employee to ensure that the appropriate employer is addressed in the event of a dispute.

Your Committee has amended this measure by adopting the proposed S.D. 1 and amending it further by inserting an effective date of July 1, 2050, to encourage further discussion.

As affirmed by the record of votes of the members of your Committee on Judiciary and Labor that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 332, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 332, S.D. 1, and be referred to the Committee on Ways and Means.

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



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CLAYTON HEE, Chair



The Senate  
 Twenty-Seventh Legislature  
 State of Hawai'i

**Record of Votes**  
**Committee on Judiciary and Labor**  
**JDL**

Bill / Resolution No.:*	Committee Referral:	Date:		
SB 332	JDL, WAM	2/11/13		
<input type="checkbox"/> The committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
HEE, Clayton (C)	✓			
SHIMABUKURO, Maile S.L. (VC)	✓			
GABBARD, Mike	✓			
IHARA, Jr., Les	✓			
SLOM, Sam			✓	
<b>TOTAL</b>	4		1	
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
<b>Distribution:</b> Original    Yellow    Pink    Goldenrod File with Committee Report    Clerk's Office    Drafting Agency    Committee File Copy				

\*Only one measure per Record of Votes