

HAWAII  
STATE  
COMMISSION  
ON THE  
STATUS  
OF  
WOMEN



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Executive Director  
Khara Jabola-Carolus

Email: [kjabola-carolus@dhs.hawaii.gov](mailto:kjabola-carolus@dhs.hawaii.gov)

235 S. Beretania #407  
Honolulu, HI 96813  
Phone: 808-586-5758  
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April 2, 2018

To: Sen. Dela Cruz, Chair  
Sen. Keith-Agaran, Vice Chair  
Honorable Members of the S. Committee on Ways and Means

From: Khara Jabola-Carolus  
Executive Director  
Hawai'i State Commission on the Status of Women

Re: Testimony in Support, HB1627, HD1, SD1 With Amendments

On behalf of the Commission on the Status of Women, mahalo for this opportunity to testify in strong support of HB 1627 HD1 SD1. This measure, if passed, would amend section 387-9, Hawaii Revised Statutes (HRS), by repealing the provision for individuals whose earning capacity is impaired by old age or physical or mental deficiency or injury to be employed at less than minimum wage.

Currently, persons with disabilities are being cheated out of their earnings. On average, persons with disabilities earn just 63 cents for every dollar their non-disabled colleagues make.<sup>i</sup> The wage gap extends to those who are similarly educated to colleagues without disabilities. For workers with a high school diploma, this amounts to \$6,505 dollars less in annual income.<sup>ii</sup> Even at the master's and higher level, persons with disabilities earn \$33,800 less in annual income.

The wage gap is even more pronounced for women with disabilities. Women without disabilities in Hawai'i earn 81.6 cents for every dollar a man makes doing comparable work.<sup>iii</sup> Women with disabilities working full time, year round are typically paid just 73 cents for every dollar men without disabilities working full time, year round are paid. When compared to their male counterparts with disabilities, this figure is 76 cents.<sup>iv</sup>

All persons with disabilities must contend with the same high cost of living as other employees. Legalized wage discrimination means that disability and poverty go hand in hand. This affects us all.

The Commission is appreciative of the deletion of language that would have allowed persons with intellectual disabilities to receive wages lower than the applicable minimum wage. Thereby, the Commission urges the passage of HB1627 HD1 SD1, and would likewise recommend a strong campaign within DLIR that will provide increased employment opportunities for people with disabilities. Thank you for this opportunity to provide testimony.

Mahalo,

Khara Jabola-Carolus

**LATE**

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<sup>i</sup> American Institutes for Research, “AIR Index: The Pay Gap for Workers with Disabilities,” Jan. 21, 2015, <https://www.air.org/resource/air-index-pay-gap-workers-disabilities>

<sup>ii</sup> *Id.*

<sup>iii</sup> Clark, J., *The Economic Status of Women in the States*, Mar. 28, 2018, <https://iwpr.org/publications/status-of-women-fact-sheet-2018/>.

<sup>iv</sup> National Women’s Law Center, *The Wage Gap*, Sept. 2017, <https://nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2016/09/The-Wage-Gap-The-Who-How-Why-and-What-to-Do-2017-2.pdf>.



# LANAKILA PACIFIC

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## The Senate Committee on Ways and Means

Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

Tuesday, April 3, 2018, 10:00 AM  
Conference Room 211

RE: HB 1627, HD1, SD1 RELATING TO THE MINIMUM WAGE

Chair Dela Cruz, Vice Chair Keith-Agaran and members of the Ways and Means Committee.

Lanakila Pacific is a local non-profit that has been providing work training and employment to individuals with disabilities for 79 years. Our agency has opposed previous versions of the bill because it would eliminate employment for persons with severe disabilities without providing other options or supports for these employees to continue to work.

We **support** the current version of HB 1627 which requires a report on sustainable employment opportunities for individuals working at subminimum wages and the efforts of the Department of Labor and Industrial Relations to increase employment opportunities for persons with disabilities. The report, required to be submitted prior to the 2019 regular session and each regular session thereafter, will ensure that persons with severe disabilities, who will lose their employment, will not be forgotten.

Moreover, we support the appropriation of general revenues for inspection and enforcement activities at training facilities that continue to utilize the special minimum wage certificates. Lanakila Pacific supports any effort to ensure that participants in training programs are treated fairly and are encouraged to work to their maximum potential.

Marian E. Tsuji  
President & CEO

Rona Fukumoto  
VP of Programs & Mission Advancement



92-954 Makakilo Dr. #71, Kapolei, HI 96707 Email: RainbowFamily808@gmail.com Ph: (808) 779-9078 Fax: (808) 672-6347

April 2, 2018

The Honorable Senator Donovan M. Dela Cruz, Chair and  
Senator Gilbert S.C. Keith-Agaran, Vice Chair  
and Members on the Senate Ways and Means Committee

RE: HB 1627–STRONG SUPPORT FOR LIVING WAGES FOR DISABLED EMPLOYEES

Thank you for the opportunity to provide our support for our families with disabilities. They need a living wage and there is no discussion to treat them as 'Less than.' They need salaries that protect their right to work for their food, shelter and clothing in the same manner as other employees and their families.

All families need the same opportunities to a living wage with no stubbling blocks. Anything else is discrimination.

Thank you for the opportunity to stand up for all our working families!

Carolyn Martinez Golojuch  
President and Co-Founder  
Rainbow Family 808

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
TIME: 10:00 A.M.  
PLACE: Conference Room 211  
Hawaii State Capitol

To the Senate Committee on Ways and Means:

I strongly support this bill and respectfully request that it be passed. I am extremely grateful to the leaders in our state legislature who have worked hard to move this bill to its final hearing. On February 28, 2018, this committee passed Senate Bill 3023, an almost identical bill, and I am hoping that the committee will support this cause once again.

People with disabilities want to be treated equally. Current labor laws specifically authorize discrimination against them by excluding them from the protection of minimum wage requirements. This bill will end this discrimination in Hawaii.

Thank you,

Rita Porter

Member

National Federation of the Blind of Hawaii

45-577 Waikalua Place

Kaneohe, HI 96744

TESTIMONY IN STRONG SUPPORT  
House Bill 1627, House Draft 1, Senate Draft 1

COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Gilbert S.C. Keith-Agaran, Vice Chair

DECISION MAKING

DATE: Tuesday, April 3, 2018  
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PLACE: Conference Room 211  
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People with disabilities want and deserve to be treated equally. Current labor laws authorize discrimination against us by excluding us from the protection of minimum wage requirements. Please support this bill which will end this discrimination in Hawaii.

Thank you,

Khamtoun Porter

Member

National Federation of the Blind of Hawaii

45-577 Waikalua Place

Kaneohe, HI 96744

**From:** [Brandon Young](#)  
**To:** [WAM Testimony](#)  
**Cc:** [President@alumni.ecu.edu](mailto:President@alumni.ecu.edu)  
**Subject:** Re: support  
**Date:** Friday, March 30, 2018 7:56:15 PM

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Dear Chair Sen. Donovan Dela Cruz,

My name is Brandon Young and I am a member of the National Federation of the Blind of Hawaii. As a member of the National Federation of the Blind of Hawaii, I am in support of HB 1627 HD 2 SD1. I am in support of ending the practice of paying people with disabilities sub minimum wages here in Hawaii. I would urg you passage of this measure. I thank you and your committe for considering our piece of legislation.

Mahalo,

Brandon Young  
(808) 351-6676.

**LATE**

**HB-1627-SD-1**

Submitted on: 4/2/2018 11:32:46 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Javier Mendez-Alvarez	Individual	Support	No

Comments:



## Testimony in support of HB 1627 relating to Minimum Wage

**LATE**

April 1, 2018

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

I, Hung Tran, a U.S. citizen, resident of Hawaii and refugee from Vietnam, support **HB 1627**, relating to Minimum Wage.

A subminimum wage for disabled workers is a moral hazard that legalizes the discrimination and exploitation of disabled workers. The existence of an exclusionary subclass of citizens from the statutory minimum wage is equivalent to legalizing slavery, indentured services, and second class citizens. This is un-American and uninspiring for children and adults with or without disabilities.

Please correct this inequality and injustice by approving HB 1627.

Thank you for the opportunity to testify.

Respectfully,

Hung Tran  
Citizen | Resident | Voter

430 Lewers St., #16E  
Honolulu, HI 96815  
808.379.7373  
hellohungtran@gmail.com

**From:** [Casandra Certeza](#)  
**To:** [WAM Testimony](#)  
**Subject:** In Support of House Bill 1627  
**Date:** Friday, March 30, 2018 11:27:09 AM

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Good afternoon!

Just writing this email to inform you that I am in support of House bill 1627 to end sub minimum wages. Thanks.

Sent from my iPhone

**From:** [Kristen Scott](#)  
**To:** [WAM Testimony](#)  
**Subject:** Please \*\*\*CORRECT\*\*\* | support bill #1627 Sub-minimum wages  
**Date:** Monday, April 2, 2018 9:44:36 AM

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Mahalo!

Sent from my iPhone