
A BILL FOR AN ACT

RELATING TO MINIMUM WAGE.

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

1 SECTION 1. The legislature finds that Hawaii has some of
2 the highest costs of living in the country. This
3 disproportionately impacts lower wage earners in the State and
4 imposes significant hardship.

5 The purpose of this Act is to increase the minimum wage to
6 combat rising wage disparity and also incentivize greater
7 provision of healthcare to lower wage employees by their
8 employers.

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

11 "**§387-2 Minimum wages.** (a) Except as provided in section
12 387-9 and this section, every employer shall pay to each
13 employee employed by the employer, wages at the rate of not less
14 than:

15 (1) \$6.25 per hour beginning January 1, 2003;

16 (2) \$6.75 per hour beginning January 1, 2006;

17 (3) \$7.25 per hour beginning January 1, 2007;



- 1 (4) \$7.75 per hour beginning January 1, 2015;
2 (5) \$8.50 per hour beginning January 1, 2016;
3 (6) \$9.25 per hour beginning January 1, 2017; [and]
4 (7) \$10.10 per hour beginning January 1, 2018[-];
5 (8) \$11.00 per hour beginning January 1, 2020;
6 (9) \$12.00 per hour beginning January 1, 2021;
7 (10) \$13.00 per hour beginning January 1, 2022;
8 (11) \$14.00 per hour beginning January 1, 2023; and
9 (12) \$15.00 per hour beginning January 1, 2024.

10 (b) The hourly wage of a tipped employee may be deemed to
11 be increased on account of tips if the employee is paid not less
12 than:

- 13 (1) 25 cents;
14 (2) 50 cents per hour beginning January 1, 2015; and
15 (3) 75 cents per hour beginning January 1, 2016,
16 below the applicable minimum wage by the employee's employer and
17 the combined amount the employee receives from the employee's
18 employer and in tips is at least 50 cents more than the
19 applicable minimum wage; provided that beginning January 1,
20 2015, the combined amount the employee receives from the



1 employee's employer and in tips is at least \$7.00 more than the
2 applicable minimum wage.

3 (c) Notwithstanding the requirements of subsection (a), an
4 employer that is required to provide health care coverage to any
5 employee by a prepaid group health care plan pursuant to section
6 393-11 shall pay each employee who actually receives coverage
7 under the employer's plan a wage at a rate not less than:

8 (1) \$10.50 per hour beginning January 1, 2020;

9 (2) \$11.00 per hour beginning January 1, 2021;

10 (3) \$11.50 per hour beginning January 1, 2022;

11 (4) \$12.00 per hour beginning January 1, 2023; and

12 (5) \$12.50 per hour beginning January 1, 2024."

13 SECTION 3. Statutory material to be repealed is bracketed
14 and stricken. New statutory material is underscored.

15 SECTION 4. This Act shall take effect on January 1, 2050.



Report Title:

Minimum Wage; Employment

Description:

Increases minimum wage rates annually from January 1, 2020 through January 1, 2024. Provides lower minimum wage rates for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health Care Act. (HB1191 HD1)

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

