



Testimony to the House Committees on Labor & Public Employment
February 5, 2016 at 9:30 a.m.
State Capitol - Conference Room 309

RE: HB1909 Relating to Equal Pay

Aloha members of the committees:

I am John Knorek, the Legislative Committee chair for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii.

We are writing to respectfully oppose HB 1909 which amends the provisions for equal pay and sex discrimination for substantially similar work. This bill attempts to clarify employer defenses and prohibits employer actions regarding wage disclosure. We believe that this bill does not further its stated objectives and that existing state and federal law already prohibit the wage discrimination. We are concerned about the burden of proof that this bill would place on HR professionals and the significant challenges that would result from the limitations in this bill.

Human resource professionals are keenly attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses’ most valuable asset: human capital. We truly have our employers’ and employees’ interests at heart. We will continue to review this bill and, if it advances, request to be a part of the dialogue concerning it. Thank you for the opportunity to testify.

