



Testimony to the House Judiciary Committee
March 1, 2016 at 2:00 p.m.
State Capitol - Conference Room 325

RE: HB1909, HD 1 Relating to Equal Pay

Aloha members of the committee:

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, HD 1. This bill amends the provisions for equal pay and sex discrimination for substantially similar work. It prohibits employer actions regarding wage disclosure and applicant wage histories and requires that employer advertisements include minimum rate of pay.

Most significantly, we believe that it will undermine use of reasonable factors in establishing wages, such as training, education and skill – and that utilizing these factors to determine pay is beneficial to employees and employers. In addition, this measure would pose substantial implementation challenges and administrative burden.

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.

