



Testimony to the
House Committee on Labor & Public Employment
March 19, 2019, 9:30 a.m.
State Capitol - Conference Room 309

RE: SB 789, SD2 Relating to Minimum Wage

Aloha Chair Johanson, Vice Chair Eli, and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing comments to SB 789, SD2 relating to minimum Wage. This bill increases the minimum wage to \$12.00 per hour beginning 1/1/2020 and \$15.00 per hour beginning 1/1/2023 and provides an income tax credit for qualifying small businesses to offset the increase in the minimum hourly wage that employers must pay employees.

Any increase should be gradual and with the understanding that minimum wage is not a living wage. Within the human resource management profession, minimum wage is an entry level wage and setting it too high will have a ripple effect to all wage earners, not just those making minimum wage. We respectfully request legislators take a historical view of the past gradual increases that was eased into the economy.

Human resource management professionals are responsible for the alignment of employees and employers to achieve organizational goals. HR professionals seek to balance the interests of employers and employees with the understanding that the success of each is mutually dependent. SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii. We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the legislature on matters related to labor and employment laws.

Mahalo for the opportunity to testify.

