



Testimony to the  
Senate Committee on Labor, Culture and the Arts  
and the  
Senate Committee on Agriculture and Environment  
March 27, 2019, 2:15 p.m.  
State Capitol - Conference Room 224

RE: SCR 134, SR 103 Relating to Minimum Wage

Aloha Chairs Taniguchi and Gabbard, Vice Chairs Ihara, Jr. and Ruderman, and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing comments to SCR 134, SR 103 requesting the Department of Labor and Industrial Relations, in collaboration with the Department of Agriculture, to submit a report determining a living wage standard for agricultural workers living in the state.

SHRM Hawaii has proposed that minimum wage increases 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 understand that these resolutions, SCR 134 and SR 103, request a study and respectfully request legislators take a historical view of the past gradual increases that were eased into the economy and the administrative challenges in setting different minimum wages for certain categories of employees.

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.

