



Testimony to the
Senate Committee on Ways and Means
March 28, 2019, 10:15 a.m.
State Capitol - Conference Room 211

RE: HB 1191, HD1 SD1 Relating to Minimum Wage

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing comments to HB 1191, HD1 SD1 relating to minimum Wage. This bill increases minimum wage rates annually from January 1, 2020 through January 1, 2024 and provides lower minimum wage rates for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health Care Act.

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 training 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.

