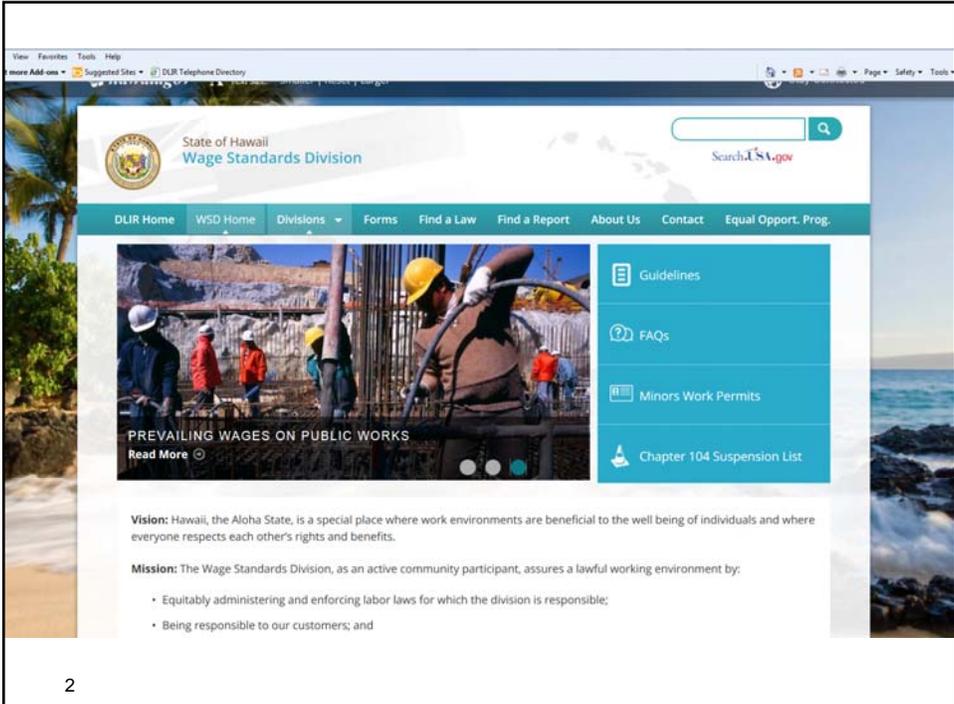




*Chapter 104 Overview
Wages and Hours of Employees
on Public Works Projects*

Presented by
Wage Standards Division, DLIR State of Hawaii
<http://labor.hawaii.gov/wsd>
Pamela Martin
May 2014
dlir.wages@hawaii.gov

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State of Hawaii
Wage Standards Division

DLIR Home WSD Home Divisions Forms Find a Law Find a Report About Us Contact Equal Opport. Prog.

PREVAILING WAGES ON PUBLIC WORKS
Read More

- Guidelines
- FAQs
- Minors Work Permits
- Chapter 104 Suspension List

Vision: Hawaii, the Aloha State, is a special place where work environments are beneficial to the well being of individuals and where everyone respects each other's rights and benefits.

Mission: The Wage Standards Division, as an active community participant, assures a lawful working environment by:

- Equitably administering and enforcing labor laws for which the division is responsible;
- Being responsible to our customers; and

2

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NOTICE OF SUSPENSION - Chapter 104, HRS.				
Name of Person or Firm	Reason	Suspended From:	Suspended To:	Remarks
A & J Painting, LLC	falsified records	04/12/2012	04/11/2015	1, 2
American Industrial Insulation, LLC	falsified records	09/19/2011	09/18/2014	1, 2
Constante Medina dba Voltage Electric	delayed investigation	11/15/2012	11/14/2015	1, 2
Cy K. Crabbe dba Aikane Electric dba Aikane Electric, LLC dba Aikane Electric Services dba Aikane Electric Services, LLC	delayed investigation	01/15/2013	01/14/2016	1, 2
Malafu Contractors, LLC	delayed investigation	01/19/2012	01/18/2015	1, 2
Paul B.J. Suh The Dong Jun Su dba B.J. Brothers' Painting & Decorating dba Bjs Brothers Painting	falsified records	11/14/2012	11/13/2015	1
Stanley Kipu dba Stan's Glass	3rd violation	06/09/2011	06/08/2014	1
Stauffer Enterprises, Inc.	falsified records	08/31/2012	08/30/2015	1
Yama's Roofing, Inc.	falsified records	11/05/2010	11/04/2013	1

"New work" means bidding on new projects and any current projects that the

4

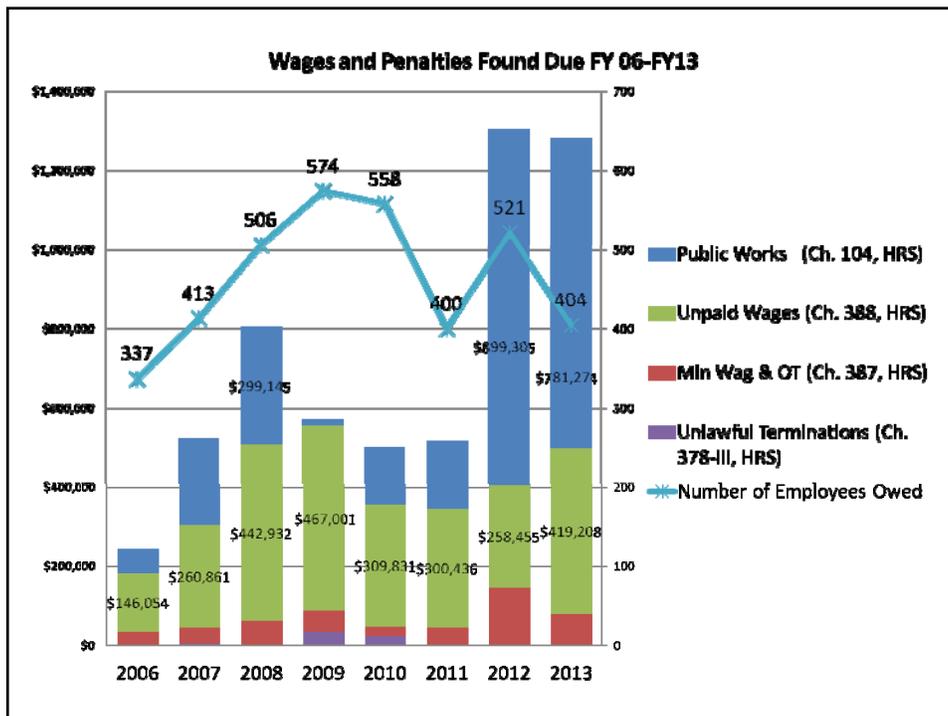
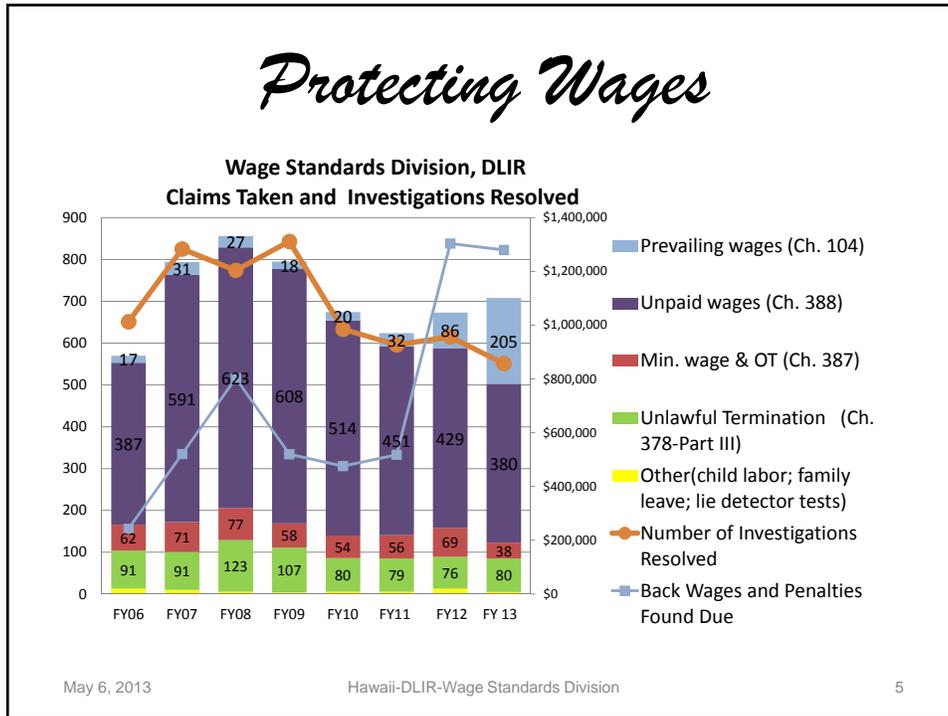
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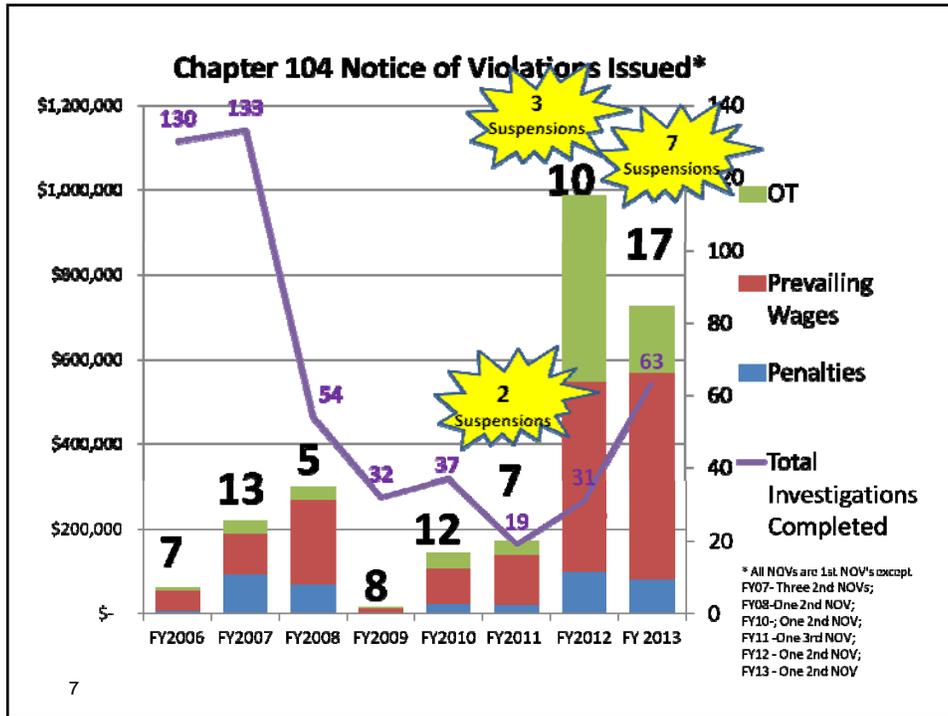
Home » Prevailing Wages on Public Works

PREVAILING WAGES ON PUBLIC WORKS

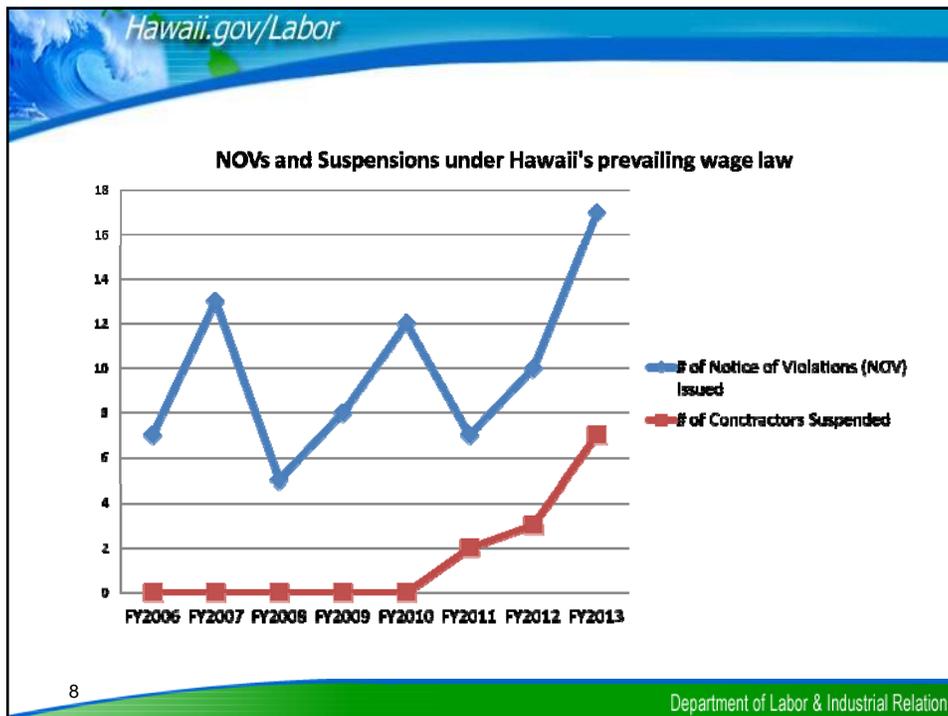
Hawaii law requires all State and county construction projects greater than \$2,000, to pay prevailing wages to laborers and mechanics and file certified payrolls with the contracting agencies.

- For a summary of the law, see [§H104-3](#)
- To view a list of suspended contractors, see [Chapter 104 Suspension List](#)
- For the most current prevailing wages, go to [Wage Rate Schedule](#)
- To download a copy of the Chapter 104 poster, see [Chapter 104Poster](#)
- To view an online presentation about the law, see [Chapter 104 Powerpoint](#)
- To review Frequently Asked Questions about Chapter 104, go to [FAQ](#)
- Click on the appropriate links to find guidelines about: [surveyors](#), [signal men](#), [fringe benefit reporting](#), [ARRA](#)
- [Notice Re: WSD-2013-1](#) July 10, 2013 Suspending Implementation of Memorandum No. WSD-2013-1 re: Applicability of Chapter 104, HRS, to Truck Drivers on Asphalt Paving Public Construction Projects When the Spreader Box or Paving Machine Method in Construction is Used
- To obtain the Department of Accounting and General Services (DAGS), Public Works Division, optional "Statement of Compliance & DAGS-ECP for Payroll Affidavits" certified payroll form, [click here](#)





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FOLLOW THE MONEY

Prevailing Wages on Public Works

FEDERAL	STATE
Davis-Bacon	Chapter 104, Hawaii Revised Statutes
Applies to all funds for construction directly received from federal agencies (including ARRA funds)	Applies to all ARRA funds for construction released through state city or county agencies.
<i>(Note: McNamara -Ohara Applies to all service contracts of ARRA funds)</i>	<small>This requirement follows all contractors and sub-contractors down to the actual laborers and mechanics doing the work.</small>

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Differences

Chapter 104	Davis Bacon
<ul style="list-style-type: none">• OT – after 8 hrs/day or Sat, Sun or State Holidays• Wage Rate Schedule issued 2 times a year• Reporting itemized fringe benefits & date paid• All laborer & mechanics• Only DLIR can issue penalties	<ul style="list-style-type: none">• OT- after 40 hours a week• Wage Rate Schedule issued only once with the project• WH-347 Cert. payroll• <i>Owner-operated truckers</i> special treatment• Contracting Agency can issue penalties

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Enforcement Responsibilities

- Both the Contracting Agency and the Department of Labor and Industrial Relations have joint responsibility



(Section 104-2 (e) withhold, (f) include 104 req in contract, 104-3(a) review certified payrolls, 104-4 terminate and go against sureties for failure to pay; 104-21 report violations, 104-24 withhold and order payment)

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NOTICE TO WORKERS

WAGE INFORMATION

This project is subject to State Law, Chapter 104. Every laborer and mechanic employed on this job site must be:

1. PAID not less than the prevailing wage for the job classification - See schedules below. (Note: The Wage Rate Schedule may also be downloaded at - <http://hawaii.gov/labor/rs>)
2. PAID overtime at not less than time and one-half for all hours worked after 8 hours each day, and for all hours worked on Saturdays, Sundays, and legal State holidays.
3. PAID fringe benefits for all hours worked, including overtime.
4. PAID every week, within five working days after the end of the pay period.
5. GIVEN a copy of the applicable rate schedules (see below), unless covered by a collective bargaining agreement.

If You Don't Receive the Above, Report to:

Project Representative/Inspector: _____ Phone: _____

For more information, contact the Department of Labor and Industrial Relations, Wage Standards Division

OAHU (Honolulu)
830 Punchbowl Street
Room 340
Phone: 586-8777

HAWAII (Hilo)
75 Aupuni Street
Room 108
Phone: 974-6464

WEST HAWAII
(Kealahou)
Post Office Building
Phone: 322-4808

KAUAI (Lihue)
State Building
3060 Ewa Street
Room 202
Phone: 274-3351

MAUI (Wailuku)
2264 Aupuni Street
Phone: 243-5322



H104-1 (Rev. 1/13)

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-- Attach Applicable Wage Rate Schedules Here --

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COVERAGE & CLASSIFICATION

- Chapter 104 is applicable to all state and county construction contracts in excess of \$2,000. (104-2(a), HRS)
- Contract means any type of agreement regardless of what the agreement may be called including:
 - Purchase orders
 - vouchers

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Other Coverage Issues

- Construction projects funded by Special Purpose Revenue Bonds (104-2(g)(h), HRS)
- Construction projects for buildings where more than 50% is leased to a state or county agency. (104-2.5, HRS)
- Construction of "Public Works" which includes private projects "where the funds or resources required to undertake the project are to any extent derived, either directly or indirectly, from public revenues of the State or any county, or from the sale of securities or bonds whose interest or dividends are exempt from state or federal taxes" (104-2(a), HRS definition of "Public Works")

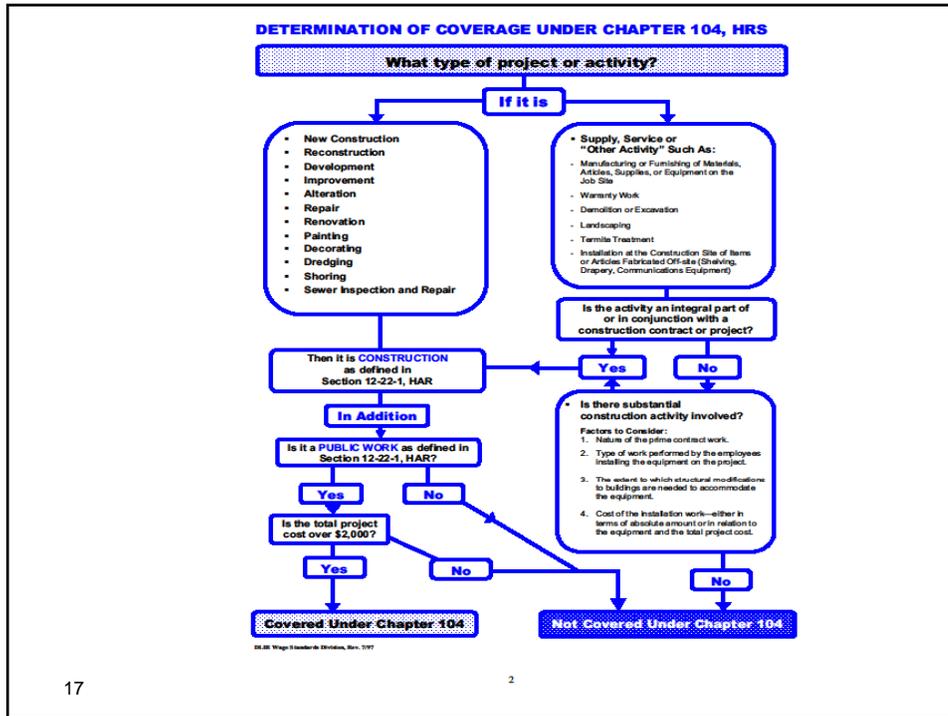
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Determining coverage

Activity performed by a **laborer or mechanic** employed **at the construction site** and includes activities that are an integral part of or in conjunction with a construction contract, or if there is substantial construction activity involved in a supply, service, or other type of non-construction contract.

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Included activities:

- Warranty work except when done by the manufacturer on defective products or equipment
- Manufacturing or furnishing of materials, articles, supplies, or equipment on the job site
- Demolition or excavation
- Landscaping
- Termite Treatment
- Some survey work during construction (See guidelines at hawaii.gov/labor/wsd)
- Signal man (See guidelines at hawaii.gov/labor/wsd)
- Installation of prefab items



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Truck Drivers employed on public works projects

- Chapter 104 is applicable when a laborer or mechanic employed at the public work site is engaged in transporting materials, supplies or equipment: (HAR 12-22-1.1)
 - To or from a public work site; or
 - Between a public work sites or dedicated sites
- Proper prevailing wage for the driver is determined by the type of truck driven

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Classification Listing Examples



- Equipment Operator (Group 1)
- Laborer II
- Carpenter (foreman)
- Roofer Apprentice - level, percentage, or step (*Indenture date*)

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Apprentices

- Apprentice or trainee wage rates in the Wage Rate Schedule apply only to:
 - Registered participants in recognized programs by the Workforce Development Division (586-8877)
 - The allowable ratio of journeyworker to apprentices is met.
 - Apprentice certification is documented to Contracting Agency
 - Indentured date & step or level is listed on certified payrolls

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WRS - Updates

- Current is WRS 481 Issued February 18, 2013
- Updated twice a year – on or about Feb. 15 and Sept 15
- Available on the Internet at Index by Topic at Wage Rate Schedule
- When the prevailing wage increases the contractor must increase the wages accordingly. Future anticipated increases have been included where possible.

JAN	FEB★	MAR
APR	MAY	JUN
JUL	AUG	SEP★
OCT	NOV	DEC

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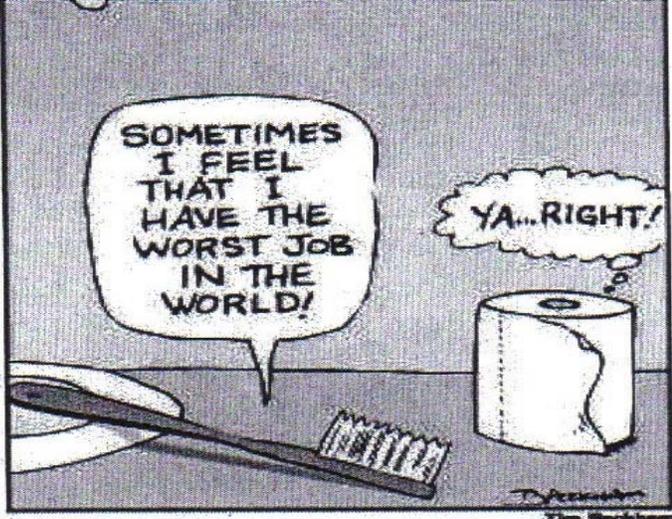
On-line Notification of updates

The Wage Rate Schedule (WRS) Bulletin No. 483, effective February 17, 2014, is available on the Internet at:
<http://hawaii.gov/labor/rs>

Please call the Research & Statistics Office at (808) 586-9019 if you have any questions.

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CERTIFIED PAYROLLS

- Record Keeping – 3 years ✓
- Classification ✓
- Weekly Pay Requirement ✓
- Prevailing Wages
- Fringe Benefits
- Overtime

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Prevailing Wages

- The minimum rate of pay for employees to be paid for the type of work performed on the job site.
 - Basic Hourly Rate
 - + Fringe Benefits
 - = Prevailing Wage
- Any combination of basic hourly rate and allowable fringe benefit to meet the applicable prevailing wage
- All Fringe Benefits used to calculate the Prevailing Wage must be itemized.

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EXAMPLE: Refer to WRS 483 pg 1

Carpenter's rate as of 2/17/2014

- Basic hourly rate = \$40.75
- Fringe hourly rate = \$20.42
- Prevailing wage = \$61.17

Employer can either:

- Pay the basic and provide allowable fringe valued at \$20.42; or
- Pay the whole \$61.17 directly to employee; or
- Pay any combination of the basic hourly rate & fringe which equals \$61.17 or more

Department of Labor & Industrial Relations

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WAGE RATE SCHEDULE BULLETIN NO. 481

Classification	Current			2013			2014			2015			Remarks See Pg.6-7				
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate														
PLUMBER (Note: 2 increases in 2013) Plumber; Pipefitter; Refrigeration Fitter; Heating & Air Conditioning Fitter; Sprinkler Fitter; Steamfitter	156/13			7/7/13			1/16/14						9				
	\$60.86	\$27.60	\$23.26	\$61.06	\$38.10	\$23.76	\$62.11	\$35.35	\$23.76	-	-	-					
* ROOFER (Note: 2 increases in 2013) Shingle; Flat; Built-up Roofing Coal Tar Pitch	2/18/13	\$52.83	\$36.10	\$16.72	6/1/13	\$53.98	\$37.50	\$16.68	6/7/14	\$55.23	\$38.10	\$17.13	\$55.98	\$38.65	\$17.13	12	
	\$68.93	\$72.26	\$16.72	\$91.08	\$74.26	\$16.88	\$93.33	\$76.25	\$17.13	\$94.63	\$77.39	\$17.13				12	
SANDBLASTER OR WATERBLASTER Use wages of craft to which sand or water blasting is incidental.																	
SHEETMETAL WORKER	6/2/12	\$68.30	\$36.10	\$22.20	3/3/13	\$69.30	\$36.75	\$23.55	-	-	-	-	-	-	-	10,12	
* TAPEK	2/18/13	\$68.68	\$40.00	\$18.68	-	-	-	-	-	-	-	-	-	-	-	-	12
TERMITE TREATER	9/17/12	\$13.85	\$10.50	\$3.30	-	-	-	-	-	-	-	-	-	-	-	-	
TERRAZZO:	6/17/12			6/2/13													
Terrazzo Setter	\$26.77	\$20.00	\$23.17	\$60.32	\$37.10	\$23.22	-	-	-	-	-	-	-	-	-	-	2,12
Terrazzo Base Grinder	\$56.96	\$33.78	\$23.17	\$68.61	\$38.26	\$23.22	-	-	-	-	-	-	-	-	-	-	2,12
Certified Terrazzo Floor Grinder and Tender	\$65.41	\$32.24	\$23.17	\$66.96	\$33.74	\$23.22	-	-	-	-	-	-	-	-	-	-	2,12
Terrazzo Floor Grinder	\$53.91	\$30.74	\$23.17	\$55.46	\$32.24	\$23.22	-	-	-	-	-	-	-	-	-	-	2,12
TILE SETTER:	6/17/12			6/2/13													
Ceramic Hard Tile Marble Setter	\$26.77	\$20.00	\$23.17	\$60.32	\$37.10	\$23.22	-	-	-	-	-	-	-	-	-	-	2,12
Certified Ceramic Tile & Marble Helper	\$55.41	\$32.24	\$23.17	\$66.96	\$33.74	\$23.22	-	-	-	-	-	-	-	-	-	-	2,12
TRUCK DRIVER:	6/17/12			6/17/12													
Concrete Mixer	\$75.88	\$37.50	\$23.38	-	-	-	-	-	-	-	-	-	-	-	-	-	
Concrete Mixer/Booster	\$42.23	\$30.53	\$11.70	-	-	-	-	-	-	-	-	-	-	-	-	-	
	2/18/13																
* Dump Truck, 4 cu. yds. & under (water level); Water Truck (up to & including 2,000 gallons)	\$63.25	\$36.49	\$26.76	-	-	-	-	-	-	-	-	-	-	-	-	-	12
* Flatbed, Utility, etc.	\$62.44	\$36.23	\$26.76	-	-	-	-	-	-	-	-	-	-	-	-	-	12
* End Dump, Unlicensed (Euclid, Mack, Caterpillar, or similar); Tractor Trailer (hauling equipment)	\$64.64	\$37.66	\$26.76	-	-	-	-	-	-	-	-	-	-	-	-	-	12
* Semi-Trailer, Rock Cars, or Semi-Dump	\$64.21	\$37.45	\$26.76	-	-	-	-	-	-	-	-	-	-	-	-	-	12
* Skip or Pulp	\$64.53	\$37.77	\$26.76	-	-	-	-	-	-	-	-	-	-	-	-	-	12
* Tandem Dump Truck, over 8 cu. yds. (water level); Water Truck (over 2,000 gallons)	\$63.66	\$36.80	\$26.76	-	-	-	-	-	-	-	-	-	-	-	-	-	12

2/18/13 Page 4

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What is an allowable fringe benefit?

- A fringe benefit is a contribution irrevocably made by a contractor to a trustee or to a third person according to a fund, plan or program in providing benefits to a laborer or mechanic, such as medical, life insurance, and pension.

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An allowable fringe benefit must have these 3 things:

<p>A. Fall into one of six categories</p> <ul style="list-style-type: none">■ Health and Welfare■ Life or disability insurance■ Vacation and holiday pay■ Pensions■ Apprenticeship or similarly approved programs■ Other bona fide fringe benefits determined by DLIR	<p>B. Be made at least monthly to the eligible fund, plan or program. Example: <i>HMSA & Kaiser Health Plans</i></p> <p>C. Be paid for <u>all</u> hours worked including overtime hours</p>
--	---

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METHOD TO DETERMINE THE FRINGE BENEFIT HOURLY CREDIT

- The allowable hourly fringe benefit credit is determined by dividing the monthly contribution rate by **173** hours. (HAR 12-22-4)
 - Ex: Monthly Health Premium is \$173.
 Hourly Credit: $\$173 \div 173 \text{ hrs} = \$1.00/\text{hr}$
- If the prevailing wage is \$59.17/hr the employer can claim \$1/hr fringe and pay \$58.17/hr as the rate.

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Calculating Overtime Prevailing Rate for Carpenter

	Straight Time		Overtime
Basic Hourly Rate	\$40.75	X1.5	\$61.125
Fringe Benefit	\$20.42	=	\$20.42
Prevailing Rate	\$61.17		\$81.545
Possible Fringe Benefit Credit	\$1.00		\$0
Amount to Pay	\$60.17		\$81.545

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Format of Certified Payrolls

- No standard form required; any form that includes all required information and is certified is acceptable **including itemized fringe benefits**.
- DAGS has an electronic form that assists with compliance. www.hawaii.gov/pwd look for **Construction Administration Forms - Construction Ongoing**
 - [STATEMENT OF COMPLIANCE & DAGS-ECP FOR PAYROLL AFFIDAVITS](#)
- Federal form WH-347 is also available on line at www.dol.gov/esa Click on Forms

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Department of Labor & Industrial Relations

(Rev. 09/09) **STATEMENT OF COMPLIANCE**
 (Certification Under Penalty of Perjury)

Date: _____ at: _____

_____ do certify under penalty of perjury:

- 1) That all of the information in this report is true and correct.
- 2) That I pay or supervise the payment of the persons employed by _____ on the _____ during the payroll week of _____ that all persons employed on said project will be paid the full weekly wages earned; that no rebates have been or will be made either directly or indirectly from the full wages earned by any person, other than permissible deductions, as described below: FICA(Social Security), Medicare, Federal Income Taxes, State Income Taxes, State Disability (SDI), Court-ordered Wage Attachments.
- 3) That any payrolls otherwise under this contract required to be submitted are correct and complete; that the wage rate for laborers or
- 4) That any apprentices employed on the above project are duly registered in a bona fide apprenticeship program registered with, or
- 5) That:
 - a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS
 In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above-referenced payroll, payments of following is a breakdown of the hourly fringe benefit contributions:

Classification	Pension/Annuity	Health & Welfare	Vacation/Holiday	Training	Total OTHER	Total Fringe
a Example	\$1.23	\$2.23	\$3.33	\$4.34	\$4.45	\$17.58
b					\$0.00	\$0.00
c					\$0.00	\$0.00
d					\$0.00	\$0.00

Classification	(Type)	(Type)	(Type)	(Type)	(Type)	Total OTHER
a Example	\$3.33	\$1.22				\$4.45
b						\$0.00
c						\$0.00
d						\$0.00

b) Exceptions:

Trade/Craft Classification	Explanation

I reaffirm the intent of our company to comply with the requirements of HRS chapter 104, and all applicable federal and State laws:

Name: _____ Title: _____

Signature and Date - Electronic or inked

Signature required at bottom of form

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STATE OF HAWAII		CERTIFIED PAYROLL REPORT										DAGS.ECP v1.0_10/07									
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES		Public Works Division										REPORT SUBMISSION DATE: 26-Oct-07									
Name is of Contractor: <input checked="" type="checkbox"/>		Subcontractor: <input type="checkbox"/>		THIS IS AN AMENDED FORM										PAYMENTS MADE ON SAME DAY TO ALL EMPLOYEES							
NAME: Hasbani Contractors, Inc.																					
PAYROLL NO.	FOR WEEK ENDING	PROJECT AND LOCATION										PROJECT NO.	VENDOR CODE								
3	October 20, 2007	CHERRY COURTHOUSE, Remodel for new technology										99-99-9999	000003-98								
NAME, ADDRESS, AND SOCIAL SECURITY NUMBER OF EMPLOYEE	WORK CLASSIFICATION	PAY RATE	DAY AND DATE							TOTAL HOURS	RATE OF PAY	GROSS AMOUNT EARNED	HOURLY DEDUCTION RATE						NET WAGES PAID FOR WEEK	DATE PAID TO EMPLOYEE	
			S	M	T	W	TH	F	S				FICA	FED. WITH. INCOME TAX	STATE WITH. INCOME TAX	MEDICAL	OTHER DEDUC.	TOTAL DEDUCTIONS			
Rocco Bonabena	Carpenter	O							8.00	8.00	\$52.43	\$419.400	\$3.00	\$2.00	\$1.00	\$1.00	\$0.00	\$7.00	\$280.00	\$1257.800	26-Oct-07
		S	8.00	8.00	8.00	8.00			32.00	\$34.95	\$1118.400										
		T	0.00	8.00	8.00	8.00	8.00	0.00	8.00	40.00		\$1527.800									
Kenneth Morton	Electrician Lineman/Helper	O	2.00						2	\$55.13	\$110.250	\$3.00	\$2.00	\$1.00	\$1.00	\$0.00	\$7.00	\$280.00	\$1226.750		
		S	8.00	6.00	6.00	6.00	6.00	6.00	38	\$36.75	\$1396.500										
		T	0.00	10.00	6.00	6.00	6.00	6.00	40.00		\$1506.750										
Keoni Lee	Ironworker	O	2.00						2	\$45.00	\$90.000	\$3.00	\$2.00	\$1.00	\$1.00	\$0.00	\$7.00	\$280.00	\$950.000		
		S	8.00	6.00	6.00	6.00	6.00	6.00	38	\$30.00	\$1140.000										
		T	0.00	10.00	6.00	6.00	6.00	6.00	40.00		\$1220.000										



Employee Information

STATE OF HAWAII		CERTIFIED PAYROLL REPORT										DAGS.ECP v1.0_12/05			
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES		Public Works Division										REPORT SUBMISSION DATE: 26-Oct-07			
Name is Contractor: <input checked="" type="checkbox"/>		Subcontractor: <input type="checkbox"/>		THIS IS AN AMENDED FORM										PAYMENTS MADE ON SAME DAY TO ALL EMPLOYEES	
NAME: Hasbani Contractors, Inc.															
PAYROLL NO.	FOR WEEK ENDING	LOCATION										VENDOR CODE			
34	October 20, 2007	CHERRY COURTHOUSE, FIX ROTTEN TREES										000003-98			
NAME	ADDRESS											SOC SEC NO.			
Rocco Bonabena	99 Uewelo Pl, Honolulu, HI 96819											xxx-xx-9999			
Kenneth Morton	29 Pualei Circle											xxx-xx-0009			
Keoni Lee	222 Nuuanu Dr.											xxx-xx-9000			

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Find the mistakes

STATE OF HAWAII CERTIFIED PAYROLL REPORT DAGS.ECP v1.0, 1205

DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES
Public Works Division

REPORT SUBMISSION DATE: 30-Apr-14

Name is of: Contractor: Subcontractor: THIS IS AN AMENDED FORM
x PAYMENTS MADE ON SAME DAY TO ALL EMPLOYEES

NAME: Painting Specialists LLC PROJECT AND LOCATION: Kaimuku Elementary School - Four Classroom Building, Repaint Interior PROJECT NO.: 12-16-0004 VENDOR CODE: 00005-29

PAYROLL NO.: 2(final) FOR WEEK ENDING: March 29, 2014

NAME, ADDRESS, AND SOCIAL SECURITY NUMBER OF EMPLOYEE	WORK CLASSIFICATION	DAY AND DATE							TOTAL HOURS	RATE OF PAY	GROSS AMOUNT EARNED	HOURLY DEDUCTION RATE					TOTAL DEDUCTIONS	NET WAGES PAID FOR WEEK	DATE PAID TO EMPLOYEE		
		S	M	T	W	TH	F	S				FICA	INS. WITH. - HAWAII	INS. WITH. - FEDERAL	INSURANCE	OTHER DEDUCT.					
Jane Kanno	Painter	O							0.00	\$0.00	\$0.00	\$0.25	\$2.00	\$1.10	\$0.25		\$0.00	\$0.00	\$0.00	4-Apr-14	
		S	8.00						8.00	\$8.00	\$64.00								\$64.00		
Robert Javino	Laborer I	O							0	\$0.00	\$0.00	\$1.75	\$1.25	\$0.25		\$0.00	\$0.00	\$0.00	\$1,014.400		
		S	8.00	8.00	8.00	8.00	8.00	8.00	32.00	\$32.00	\$1,024.00								\$1,024.00		
Albert Palino	Laborer I	O							0	\$0.00	\$0.00	\$12.50	\$78.07	\$22.50		\$231.57	\$231.568		\$898.032	8-Apr-13	
		S	8.00	8.00	8.00	8.00	8.00	8.00	32.00	\$32.00	\$1,024.00								\$1,024.00		
Herbert Duval	Laborer I	O							0	\$0.00	\$0.00	\$12.50	\$78.07	\$22.50		\$231.57	\$231.568		\$898.032		
		S	8.00	8.00	8.00	8.00	8.00	8.00	32.00	\$32.00	\$1,024.00								\$1,024.00		
Mal Bando	Painter Trainee	O							0	\$0.00	\$0.00	\$5.47	\$36.48	\$28.54	\$11.30		\$115.78	\$115.784		\$449.016	
		S	8.00	8.00	8.00	8.00	8.00	8.00	32.00	\$32.00	\$1,024.00								\$1,024.00		

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Penalties

- ~~\$1000~~ \$10,000 (SB2260 CD1) and **suspension** for delay or for **certification of falsified payrolls** (104-22(b) HRS)
- **Notification of Violation (NOV)** (104-24, HRS)
 - 1st – Equal 10% of back wages due or \$25/offense
 - 2nd – w/in 2 yrs of 1st Equal to amount of back wages or \$100/offense
 - 3rd - w/in 2 yrs of 2nd Equal to twice amount of back wages or \$200/offense and
 - **SUSPENSION FROM PUBLIC WORK FOR 3 YEARS** (104-25, HRS)

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Five Quick Things

1. Overall
2. Apprentice Ratio
3. Wages – Overtime, Sat/Sun, State Holidays or > 8 hours a day
4. Timely
5. Signature & Itemized Fringe Benefits

BONUS: Protect Employees & Reduce Redaction
Keep Confidential info separate.

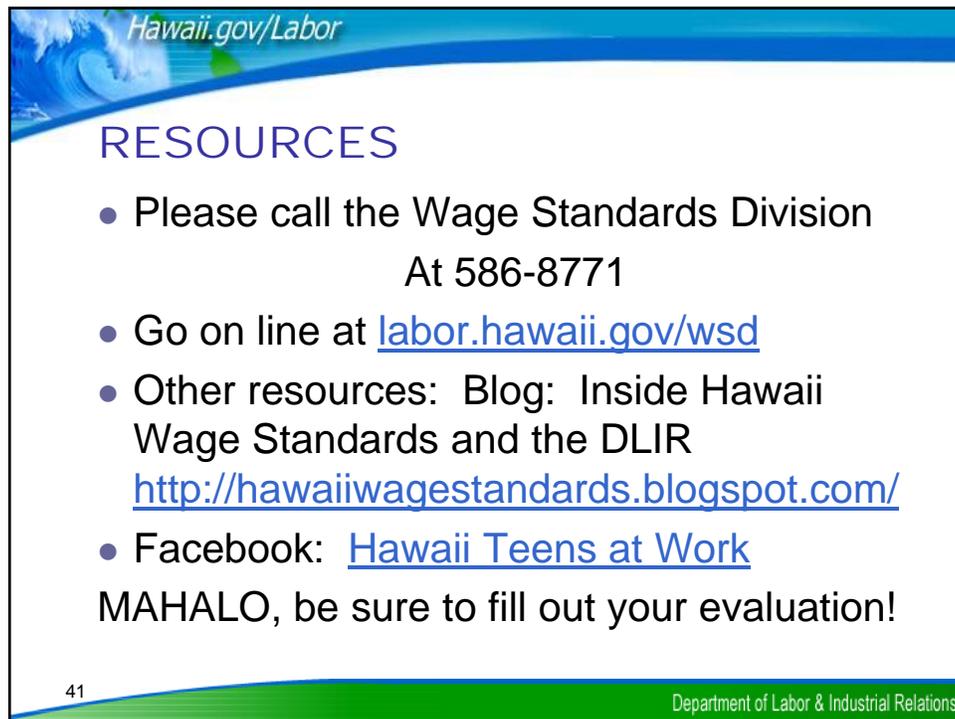
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LEGISLATIVE UPDATES Pending Governor's Approval

- Prevailing Wage Issues
 - SB2260 – Expansion of penalties along with other housekeeping issues
 - HB2413, HD1 SD1 CD1– Public Private partnerships
- Pay Cards HB1814, HD2, SD2
- Minimum Wage SB 2609 - \$10.10 as of 1/1/2018, Tip Credit of .75

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RESOURCES

- Please call the Wage Standards Division
At 586-8771
- Go on line at labor.hawaii.gov/wsd
- Other resources: Blog: Inside Hawaii
Wage Standards and the DLIR
<http://hawaiiwagestandards.blogspot.com/>
- Facebook: [Hawaii Teens at Work](#)

MAHALO, be sure to fill out your evaluation!

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