Engage PEO Client Alert

Hawaii Pay Transparency Law Requirement

WHAT'S NEW: Beginning January 1, 2024, Hawaii will require employers with 50 or more employees to post the established hourly rate or salary range for any job posting for a position that may be performed in Hawaii.

WHAT IT MEANS: Employers with 50 employees or more must disclose the hourly rate or salary range that reasonably reflects what the company expects to pay. The Hawaii law does not require the disclosure of any other benefits, such as medical insurance or retirement plans. This pay transparency law will not apply to internal transfers or promotions within the current employer. Additionally, the new law prohibits employers in Hawaii from discriminating between employees because of any protected category as it relates to the payment of wages.

The law, however, has not explained whether the "50 employee" count includes employees in Hawaii only or if it is based on the company's total number of employees. We anticipate the State of Hawaii will issue further guidance on this and will keep clients apprised of any developments.

WHAT EMPLOYERS SHOULD DO: Hawaii employers should familiarize themselves with the law, review job posting practices and templates, and take appropriate steps to bring them into compliance. Employers are also encouraged to evaluate pay ranges for all current positions.

Clients with questions or concerns about this alert should contact their Engage HR Consultant.