



HAWAI‘I CIVIL RIGHTS COMMISSION **KOMIKINA PONO KĪWILA O HAWAI‘I**

830 PUNCHBOWL STREET, ROOM 411, HONOLULU, HI 96813 · PHONE: (808) 586-8636 · FAX: (808) 586-8655 · TDD: (808) 568-8692

ACT 203 SIGNED INTO LAW *Pay transparency, effective January 1, 2024*

On July 3, 2023, Governor Green signed Act 203 (S.B. 1057, S.D.2, H.D.2, C.D.1), relating to employment earnings and pay transparency, which adds a new section to Chapter 378 and amends HRS § 378-2.3. The new measure, which goes into effect on January 1, 2024, requires certain job listings to include an hourly rate or salary range, for employers with 50 or more employees.

Act 203 also expands the protected classes under the equal pay statute, HRS § 378-2.3, to include all protected categories listed in section 378-2(a)(1). The purpose of this Act is to reduce pay inequalities, provide employees with pay transparency when considering prospective jobs, and help employers by reducing time spent recruiting prospective employees who are not interested in positions within a specific pay range.