State of Hawaii
Department of Labor and Industrial Relations
DISABILITY COMPENSATION DIVISION

December 1, 2011

2012 MAXIMUM WEEKLY WAGE BASE AND MAXIMUM WEEKLY BENEFIT AMOUNT

The following information is provided to assist you in complying with the contribution withholding requirements and payment provisions of the Temporary Disability Insurance (TDI), Workers' Compensation (WC), and Prepaid Health Care (PHC) laws for 2012. If you have any questions, call the Disability Compensation Division at 586-9188, or the nearest county office.

		TDI	WC	PHC
1. **The 2012 Maximum Weekly Wage Base**		$ 903.28	$ 1,120.44****	-
Computation:	State Average Annual Wage	38,818.32	38,818.32	-
	Divided by 52	746.51	747.00	-
	Multiplied by 1.21	903.28	-	-
2. **The 2012 Maximum Weekly Benefit Amount**		524.00 *	747.00	-
Computation:	Maximum Weekly Wage Base	903.28	-	-
	Multiplied by 58%	523.90	-	-
	Rounded to next higher dollar	524.00	-	-
3. **The 2012 Maximum Weekly Deduction**		4.52 **	-	***
Computation:	Maximum Weekly Wage Base	903.28	-	-
	Multiplied by .5%	4.52	-	-

4. **Mandatory Coverage Under Prepaid Health Care**

Regular Employee:
One who works 20 or more hours a week and earns at least 86.67 times the prevailing minimum wage.

Minimum Monthly Wage:
86.67 x State Prevailing Minimum Wage $629.00

* If an employee's average weekly wage is less than $26, the weekly benefit amount is equal to the average weekly wage but not more than $14. If it is $26 or more, the weekly benefit amount is 58% of the average weekly wage rounded to the next higher dollar up to a maximum of $524.00. Wages in excess of $903.28 need not be included in the computation of the weekly benefit amount.

** An employer may withhold TDI contributions of one-half the premium cost but not more than .5% of the employee's weekly wage, with the maximum not to exceed $4.52. An employer may not deduct premium cost from an employee who does not meet the eligibility requirements of Section 392-25, HRS.

*** An employer may withhold one-half the PHC premium cost but not to exceed 1.5% of an employee's wages. If the employee's allowable share is less than one-half of the premium, the employer is liable for the entire remaining portion.

**** The WC maximum weekly wage base is determined by dividing the WC maximum weekly benefit amount 0.6667.