

MAR 01 2007

SENATE RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
STUDY WORKPLACE FLEXIBILITY.

1 WHEREAS, the term "workplace flexibility" includes the
2 options of flex time, telecommuting, and compressed work weeks;

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4 WHEREAS, section 76-1.6, Hawaii Revised Statutes, provides
5 that the offices of the State and counties must be open for the
6 transaction of business as determined by the chief executive;
7 and

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9 WHEREAS, state departments generally have the discretion to
10 set the work hours for its employees; and

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12 WHEREAS, state departments have some operations that serve
13 the public face-to-face, which require normal business hours of
14 7:45 a.m. to 4:30 p.m., or the normally accepted business; and

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16 WHEREAS, state departments may desire to make accommodation
17 in work hours for the personal convenience of individual
18 workers, such as for child care or transportation; and

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20 WHEREAS, telecommuting and compressed work weeks may be
21 feasible for some state agencies; and

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23 WHEREAS, line managers must ensure adequate office staffing
24 to meet public service needs, which may not be feasible with
25 flex time; and

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27 WHEREAS, in deciding whether or not to allow telecommuting
28 from home as an option, managers must consider workers'
29 compensation and other liability concerns, plus additional
30 equipment, telephone lines, and other expenses; and

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32 WHEREAS, the Department of Human Resources Development has
33 negotiated a memorandum of understanding with the Hawaii
34 Government Employees Association that makes it easier for
35 departments to implement "alternative workweek programs" for



1 their workforces, with various individual scheduling options for
2 daily work times and designated days; and

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4 WHEREAS, the Department of Human Resources Development also
5 has a "flexible working hours policy and procedure" for full-
6 time and part-time state employees, affording employees the
7 opportunity to arrange their individual work schedules according
8 to specific guidelines and within certain time limits
9 established by management, such as glide-time and staggered
10 hours; and

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12 WHEREAS, at the Department of Human Resources Development,
13 more than half of its employees are currently participating in
14 flexible work schedule options; now, therefore,

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16 BE IT RESOLVED by the Senate of the Twenty-fourth
17 Legislature of the State of Hawaii, Regular Session of 2007,
18 that the Department of Human Resources Development is requested
19 to conduct a study of workplace flexibility options, including:

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21 (1) Data on the agencies, departments, and employees that
22 participate in the program;
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24 (2) Data on the workplace flexibility options chosen by
25 participating employees;
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27 (3) Effect on employee productivity levels and employee
28 morale;
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30 (4) Estimates on the amount and cost of gasoline saved and
31 transportation time saved by employees due to
32 participation in the program;
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34 (5) Other findings, recommendations, including proposed
35 legislation, if any, and pertinent information about
36 the pilot program and its impact, consequences, or
37 benefits on participating departments or agencies; and
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39 (6) Past experience of departments and agencies with
40 utilizing workplace flexibility options; and
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42 BE IT FURTHER RESOLVED that the Department of Human
43 Resources Development submit a report on findings and



1 recommendations to the Legislature no later than twenty days
2 prior to the convening of the Regular Session of 2008; and

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4 BE IT FURTHER RESOLVED that a certified copy of this
5 Resolution be transmitted to the Director of Human Resources
6 Development.

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OFFERED BY: Clarence K. Quishin

