

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

15  
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 A. J. J. J. J.

