HOUSE CONCURRENT RESOLUTION

URGING THE EXECUTIVE BRANCH DEPARTMENTS TO ENCOURAGE, PROMOTE AND INCREASE TELECOMMUTING AND FLEX-TIME OPTIONS FOR STATE EMPLOYEES.

WHEREAS, the importance of achieving a positive state of mental health, including an individual's ability to enjoy life and procure a balance between life activities and efforts to achieve psychological resilience has become increasingly important in today's society; and

WHEREAS, Americans are working harder and longer hours than ever in order to provide them and their families with the "American Dream" life, and in the process, begin to neglect their own personal health and wellbeing; and

WHEREAS, air pollution has long been recognized as a cause for human health problems, as well as to the Earth's ecosystems, and is responsible for a large number of deaths worldwide, accounting for approximately 2.4 million deaths each year according to the World Health Organization; and

WHEREAS, while there are numerous sources identified with air pollution, studies show that the greatest source of emissions come from mobile sources, automobiles in particular; and

WHEREAS, governments worldwide have been leading efforts to help reduce air pollution through developing alternative sources of renewable energy and encouraging more efficient alternative methods of transportation, including mass transit; and

WHEREAS, telecommuting is the fastest-growing shift in traditional working patterns and offers a multi-pronged approach to employee health, welfare and future that include boosting

employee morale, work productivity and environmental soundness; and

WHEREAS, studies have shown that by offering employees telecommuting and flexible schedule alternatives, there is an increase in overall employee satisfaction and productivity, less traffic congestion and pollution, and allows for greater flexibility to achieving work/life balances and a more technologically savvy workforce; and

WHEREAS, in 2000, Congress passed Public Law 106-346, mandating that each executive federal agency to establish a policy under which eligible employees of the agency may participate in telecommuting to the maximum extent possible without diminished employee performance; and

WHEREAS, on September 12, 2007, as a result of the Telework Enhancement Act of 2007, the Honorable Lurita A. Doan, U.S. General Services Administration Administrator, citing that true leaders lead by example, issued a challenge to fellow her federal agencies to join in her efforts as she leads the federal government into the telecommuting era; and

WHEREAS, on December 3, 2003, the Hawaii State Department of Human Resources Development issued Policy No. 502.002, relating to Flexible Working Hours, in order to provide a plan for flexible working hours for full-time and part-time State employees; and

WHEREAS, improved productivity and efficiency in employee working conditions, helping to ease peak morning and afternoon traffic congestion and accommodating employees' work and family needs were cited as the driving force behind this newly issued State policy; and

WHEREAS, on October 11, 2004, a Memorandum of Understanding was signed between the State of Hawaii and the Hawaii Government Employees Association, AFSCME, Local 152, AFL-CIO on behalf of employees in Bargaining Units 02, 03, 04, 09 and 13, agreeing to the Alternative Workweek (AWW) Program guidelines for State workers wishing to telecommute or utilize flexible working hours; and

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WHEREAS, the Alternative WorkWeek Program guidelines issued were to developed to provide flexibility for employees in work week scheduling consistent with the needs of the public, health and welfare of employees, and for the efficient administration and management of operations by the Employer; and

WHEREAS, telecommuting is a practical solution to environmental and other quality-of-life issues, as well as work-life challenges; now, therefore,

BE IT RESOLVED by the House of Representatives of the Twenty-fourth Legislature of the State of Hawaii, Regular Session of 2008, the Senate concurring, that the State executive agencies follow Administrator Doan's challenge to lead by example and further encourage, promote, and increase efforts to adopt telecommuting as an alternative work environment so as to increase employee productivity, boost employee morale and join in the worldwide efforts to reduce air pollution; and

BE IT FURTHER RESOLVED that the Department of Human Resources Development continues to work with the Hawaii Government Employees Association to further promote and encourage telecommuting and flexible work schedules for all State workers, as permissible; and

BE IT FURTHER RESOLVED that the Department of Human Resources Development is requested to submit a status report of the Alternative Workweek program and telecommuting employees to the Legislature no later than twenty days prior to the convening of the Regular Session of 2009;

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Governor, the department heads of each state department, the Mayors of the City and County of Honolulu, County of Kauai, County of Maui and County of Hawaii, and the Hawaii Government Employees Association.

OFFERED BY:

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