

JAN 19 2007

A BILL FOR AN ACT

RELATING TO STATE EMPLOYEES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that the State of Hawaii
2 has explored ways to offer its employees flexibility in their
3 work schedules. In 1988, the State conducted the staggered work
4 hours demonstration project, which was directed at reducing rush
5 hour traffic by having employees report to work as late as 8:30
6 a.m. instead of 7:45 a.m. Approximately four thousand seven
7 hundred state workers, 1,430 city workers, and eighteen private
8 businesses participated in this successful demonstration
9 project. Currently, some state agencies allow workers to report
10 to work as early as 6:45 a.m. or as late as 9:00 a.m.

11 In 1989, the Hawaii state department of transportation
12 served as the lead agency in the telework center demonstration
13 project, a successful public private partnership designed to
14 reduce traffic congestion by encouraging state, county, and
15 private sector workers to work at a telework center located at
16 the Mililani technology park. Workplace flexibility continues
17 to be an attractive work schedule option, particularly since



1 traffic congestion, especially on the island of Oahu, continues
2 to increase every year. Accordingly, the legislature considers
3 workplace flexibility a viable, low-cost option to mitigate
4 traffic congestion.

5 Workplace flexibility includes telework, compressed work
6 weeks, and adjusted work schedules, known as flextime. At the
7 federal level, the prevalence of telework continues to grow,
8 with over one hundred forty thousand eligible federal employees,
9 nearly twenty per cent of the federal workforce, taking
10 advantage of the opportunity to work from alternative worksites.
11 States such as Arizona, Virginia, California, and Oregon have
12 been successful at implementing policies to encourage workplace
13 flexibility for their state employees. Additionally, studies
14 have shown that workplace flexibility increases employee
15 productivity and motivation, increases employee efficiency,
16 reduces vehicular pollution, improves work-life balance, and
17 reduces energy consumption.

18 The purpose of this Act is to establish a one year pilot
19 workplace flexibility program for state employees.

20 SECTION 2. There is established the workplace flexibility
21 program within the department of transportation, which shall
22 serve as the lead agency in coordinating and implementing the



1 program. The one-year pilot program shall offer state employees
2 workplace flexibility options such as:

- 3 (1) Telework, where an employee works from home or another
4 off site location closer to home;
- 5 (2) Compressed work weeks, which allow an employee to work
6 a forty-hour week in four, ten-hour days or an eighty-
7 hour week in nine days; and
- 8 (3) Flextime, which provides workers flexible start and
9 end work times.

10 The department of transportation shall require at least
11 four state agencies or departments participating in the program
12 to have, at a minimum, ten per cent of its workforce
13 participating in a workplace flexibility option during the
14 course of the pilot program.

15 SECTION 3. The director of transportation shall submit a
16 report to the legislature on the status of the workplace
17 flexibility program, no later than twenty days prior to the
18 convening of the regular session of 2009, which shall include
19 but not be limited to the following information:

- 20 (1) Data on the agencies, departments, and employees that
21 participate in the program;



- 1 (2) Data on the workplace flexibility options chosen by
- 2 participating employees;
- 3 (3) Effect on employee productivity levels and employee
- 4 morale;
- 5 (4) Estimates on the amount and cost of gasoline saved and
- 6 transportation time saved by employees due to
- 7 participation in the program; and
- 8 (5) Other findings, recommendations, including proposed
- 9 legislation, if any, and pertinent information about
- 10 the pilot program and its impact, consequences, or
- 11 benefits on participating departments or agencies.

12 SECTION 4. This Act shall take effect upon its approval.

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Report Title:

State Employees; Flexible Work Schedule Program

Description:

Establishes a 1 year pilot project called the flexible work schedule program, which includes workplace flexibility options such as telework, compressed work weeks, and adjusted work schedules for state employees. Requires the department of transportation to serve as the lead agency of the program and report to the legislature.

