HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
DEVELOP A VOLUNTARY PET-FRIENDLY POLICY FOR EMPLOYERS TO
PROMOTE HEALTH AND WORK RELATED BENEFITS.

WHEREAS, spending time with pets in general, and dogs in particular, has been found to improve overall emotional and physical health; and

WHEREAS, studies on pet-friendly companies confirmed several positive effects on work-life balance as the animals in the office improve health and work effectiveness; and

WHEREAS, a survey conducted by a State University found nearly one in five U.S. companies allowing pets at work; and

WHEREAS, a national study found that more than half of U.S. employees feel overworked or overwhelmed at least some of the time, affirming the growing need for an improved work-life balance; and

WHEREAS, pets in the workplace contribute to stress reduction, and especially the presence of dogs helps to lower heart rate and blood pressure; and

Whereas, a bedrock tenet of humanistic psychology is unconditional positive regard and dogs intrinsically provide that for their human companions, and

WHEREAS, surveys found a boost in employee morale and satisfaction, resulting in less absenteeism and higher productivity; and

WHEREAS, a study showed allowing dogs increased employee interaction, improved teamwork and co-worker cooperation; and

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Whereas, a 2016 study by Banfield Pet Hospital a company of over 925 pet hospitals in the United States, indicated that benefits to employees and companies were 1. increases in employee morale, 2. increase in employee collaboration, 3. Increase in employee exercise, 4. improved time flexibility, 5. financial benefits through lower costs of dog care 6. Ability to attract top talent, and

WHEREAS, especially companies with dogs present, the office was being perceived as friendlier and more approachable; and

WHEREAS, despite all the positive benefits of dogs in the workplace, addressing safety and health concerns of other employees and animals when bringing dogs to work is of importance; now, therefore,

BE IT RESOLVED by the House of Representatives of the Twenty-ninth Legislature of the State of Hawaii, Regular Session of 2017, the Senate concurring, that the Department of Labor and Industrial Relations develop guidelines for a voluntary petfriendly policy for employers to promote animals in the workplace; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Director of Labor and Industrial Relations and the President of the Hawaiian Humane Society.

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