

MAR 11 2022

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# SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO  
CONVENE A FOUR-DAY WORK WEEK TASK FORCE TO EVALUATE HOW  
MORE FLEXIBLE WORK HOURS AND A FOUR-DAY WORK WEEK CAN BE  
IMPLEMENTED FOR PUBLIC EMPLOYEES IN HAWAII.

1 WHEREAS, a five-day, forty-hour work week is the standard  
2 work week among the majority of employers across the nation; and  
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4 WHEREAS, due to the ongoing coronavirus disease 2019  
5 pandemic, many employers and employees were forced to adapt to  
6 new flexible working conditions; and  
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8 WHEREAS, the transition from traditional working conditions  
9 to more flexible conditions has encouraged many employers to  
10 prioritize the importance of their employees' health and work-  
11 life balance; and  
12

13 WHEREAS, many employers adjusted their traditional working  
14 conditions, which resulted in increased employee satisfaction;  
15 and  
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17 WHEREAS, long work hours are linked to heart disease,  
18 stroke, and depression; and  
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20 WHEREAS, in 2008, the Department of Human Resources  
21 Development participated in a four-day work week pilot project  
22 for three months, followed by participation by the Department of  
23 Health for eight weeks, through which the departments evaluated  
24 employee productivity, morale, and quality of life of those who  
25 worked forty hours a week from Monday through Thursday; and  
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27 WHEREAS, the pilot project found that the Department of  
28 Human Resources' offices at the State Office Tower and the  
29 Department of Health's offices at the Kinau Hale Building saved  
30 approximately six and thirteen percent in energy costs,  
31 respectively; and



# S.C.R. NO. 147

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2 WHEREAS, the pilot project results estimated that fifty-one  
3 percent of Department of Human Resources employees and forty  
4 percent of Department of Health employees did not use their  
5 automobiles during peak traffic hours on their Fridays off; and  
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7 WHEREAS, in 2008, Utah became the first state to mandate a  
8 four-day work week for state employees, which resulted in the  
9 state saving \$502,000 annually, state employees taking  
10 significantly less leave, and a reduction in Friday commuters  
11 and energy costs that cut carbon dioxide levels in the local  
12 air; and  
13

14 WHEREAS, Brigham Young University researchers found that  
15 four-day work week employees reported being more satisfied with  
16 their jobs, compensation, benefits, and were less likely to look  
17 for employment elsewhere; and  
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19 WHEREAS, according to a survey conducted in the United  
20 Kingdom by the Henley Business School in 2019, businesses that  
21 offer a four-day work week as part of their employee package  
22 found a variety of benefits, including improved ability to  
23 attract and retain talent, increase in overall employee  
24 satisfaction, lower employee sickness levels, and increased  
25 productivity, which contribute to cost-effective operation, and  
26 the combined savings from the implementation of a four-day work  
27 week by businesses in the United Kingdom is already as high as  
28 £92,000,000,000 a year; and  
29

30 WHEREAS, in 2019, Microsoft Japan conducted a four-day week  
31 pilot project, which found that employees took twenty-five  
32 percent less time off, productivity rose by forty percent, and  
33 electricity usage decreased by twenty-three percent; and  
34

35 WHEREAS, these trials establish that a four-day work week  
36 can provide numerous benefits to the economy, environment,  
37 employers, and employee satisfaction; and  
38

39 WHEREAS, a four-day work week could increase employee's  
40 productivity, happiness, and time to attend to personal or  
41 family needs, and reduce levels of stress, overwork, burnout,  
42 and underemployment; and



# S.C.R. NO. 147

1  
2 WHEREAS, a four-day work week could benefit the environment  
3 and decrease expenses, as it would reduce energy cost and  
4 congestion on the road; and  
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6 WHEREAS, given the potential benefits the State should  
7 evaluate how a four-day work week can be implemented for  
8 employees to reduce energy costs, reduce carbon dioxide and  
9 congestion from the road, and improve the overall work-life  
10 balance and well-being of employees; now, therefore,  
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12 BE IT RESOLVED by the Senate of the Thirty-first  
13 Legislature of the State of Hawaii, Regular Session of 2022, the  
14 House of Representatives concurring, that the Department of  
15 Labor and Industrial Relations is requested to convene a Four-  
16 Day Work Week Task Force to evaluate how a four-day work week  
17 can be implemented for workers in the State to improve their  
18 quality of work, health, and lifestyle; and  
19

20 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
21 Force is requested to consist of the following members or their  
22 designees:  
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- 24 (1) Director of Labor and Industrial Relations, to serve  
25 as the chairperson;  
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- 27 (2) Director of Human Resources Development;  
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- 29 (3) Director of Business, Economic Development, and  
30 Tourism;  
31
- 32 (4) Director of Health;  
33
- 34 (5) One member from the University of Hawaii Economic  
35 Research Organization;  
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- 37 (6) One member from the Hawaii Government Employees  
38 Association, AFSCME Local 152, AFL-CIO; and  
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- 40 (7) One member from the United Public Workers, AFSCME  
41 Local 646, AFL-CIO; and  
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1 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
2 Force is requested to:

- 3
- 4 (1) Review and assess studies, projects, and health  
5 benefits related to a four-day work week that is  
6 comparative to Hawaii's needs;  
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- 8 (2) Review and evaluate how the State can provide more  
9 flexible work hours and a four-day work week for  
10 employees who wish to partake in the option to work  
11 non-traditional hours;  
12
- 13 (3) Examine and identify barriers to creating and  
14 implementing a four-day work week; and  
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- 16 (4) Recommend procedures the State should adopt and follow  
17 to successfully provide employees with the options of  
18 more flexible work hours and a four-day work week; and  
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20 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
21 Force is requested to submit a report of the actions taken and  
22 progress made by the Task Force, including its findings and  
23 recommendations, proposed legislation, and requests of  
24 recommended amounts of funds to be appropriated, to the  
25 Legislature no later than December 1, 2022; and  
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27 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
28 Force is requested to dissolve on June 30, 2023; and  
29

30 BE IT FURTHER RESOLVED that certified copies of this  
31 Concurrent Resolution be transmitted to the Director of Labor  
32 and Industrial Relations; Director of Human Resources  
33 Development; Director of Business, Economic Development, and  
34 Tourism; Director of Health; Director of the University of  
35 Hawaii Economic Research Organization; Director of the Hawaii  
36 Government Employees Association, AFSCME Local 152, AFL-CIO; and  
37 State Director of the United Public Workers, AFSCME Local 646,  
38 AFL-CIO.  
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OFFERED BY:

