

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

RYAN YAMANE
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENNA H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON WAYS AND MEANS
Thursday, March 2, 2023
10:00AM
State Capitol, Conference Room 211

In consideration of
SB1569 SD1, RELATING TO TELEWORK

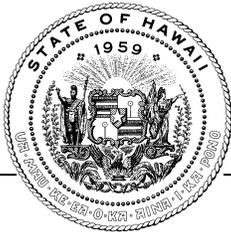
Chair Dela Cruz, Vice Chair Keith-Agaran, and the members of the committee.

The Department of Human Resources Development (DHRD) is in **support** of SB1569 SD1.

The purposes of this bill are to: (1) establish a temporary telework working group; (2) require an interim and final report to the Legislature on its findings and recommendations; and (3) appropriate funds.

The establishment of a temporary working group to evaluate and address workplace issues in relation to telework will help assess the effectiveness of the telework program guidelines and identify where improvements are needed. DHRD supports the purpose of the bill and appreciates the request for appropriations to provide the necessary support for the working group to carry out its duties.

Thank you for the opportunity to provide testimony on this measure.



**STATE OF HAWAII
OFFICE OF PLANNING
& SUSTAINABLE DEVELOPMENT**

JOSH GREEN, M.D.
GOVERNOR

SCOTT J. GLENN
DIRECTOR

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Written Only
Statement of
SCOTT GLENN, Director

before the
SENATE COMMITTEE ON WAYS AND MEANS
Thursday, March 2, 2023, 10:00 AM
State Capitol, Conference Room 211

in consideration of
SB 1569, SD1
RELATING TO TELEWORK.

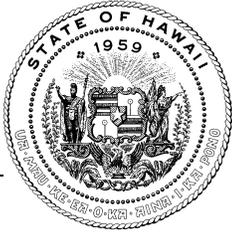
Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means.

The Office of Planning and Sustainable Development (OPSD) **supports** SB 1569, SD1 which establishes a Telework Working Group and requires the Department of Human Resource Development (DHRD) to submit an interim and annual report to the Legislature on its findings and recommendations, makes an appropriation and adds the OPSD Director to the Working Group. OPSD appreciates the prior committee's inclusion of OPSD as a working group member and offers the following comments.

OPSD collaborated with DHRD, DOT, OMPO, and C&C DTS to design and conduct a survey of state employees and supervisors on their experience of teleworking during the pandemic. A goal of the survey was to determine if teleworking could assist in reducing traffic congestion. A majority of employees and supervisors who responded indicated that telework was a positive and productive experience. The report on the survey is posted on the OPSD website.

Based on the results of the survey, OPSD supports this measure as it will provide the Legislature with additional information on which to base future policies and legislation regarding telework for state employees. OPSD defers to other agencies on the impacts of this measure on their operations.

Thank you for the opportunity to testify on this measure.



HAWAII STATE ENERGY OFFICE STATE OF HAWAII

JOSH GREEN, M.D.
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CHIEF ENERGY OFFICER

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Testimony of
MARK B. GLICK, Chief Energy Officer

before the
SENATE COMMITTEE ON WAYS AND MEANS

Thursday, March 2, 2023
10:00 AM
State Capitol, Conference Room 211 and Videoconference

In SUPPORT of
SB 1569, SD1

RELATING TO TELEWORK.

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee, the Hawaii State Energy Office (HSEO) supports bill SB 1569, SD1, which establishes a temporary telework working group, led by the Director of Human Resource Development, to evaluate and report to the legislature regarding specific telework implementation topics prior to the 2024 legislative session. HSEO's testimony is guided by its mission to promote energy efficiency, renewable energy, and clean transportation to help achieve a resilient, clean energy, decarbonized economy.

Ground transportation is responsible for about 25 percent of Hawaii's greenhouse gas emissions. In order for Hawaii to meet its target of net negative carbon emissions by 2045, Hawaii's transportation sector must transition to zero-emission alternatives. The most climate-friendly and efficient strategy for achieving this goal – more so than low carbon fuels or zero-emission vehicles – is to reduce travel demand.

The Hawaii state government employs over 46,000 people.¹ If implemented effectively, telework has the potential to improve transportation system efficiency, achieve critical greenhouse gas reductions, and make the state more resilient.

¹ https://dhrd.hawaii.gov/wp-content/uploads/2021/12/2021_Executive-Branch-Workforce-Profile-Fiscal-Year-Ended-June-30-2021.pdf

Consistent with §196-71 (b) (1) HSEO provides analysis and planning to actively develop and inform policies to achieve clean transportation goals with the legislature and state agencies. §196-71 (b) (2) directs HSEO to support efforts to incorporate energy resiliency and clean transportation to reduce costs and achieve clean energy goals across all public facilities.

HSEO was an early adopter of telework for state agencies at the start of COVID due to HSEO's role as primary and coordinating agency for State Emergency Support Function - 12: Energy in support of the Hawaii Emergency Management Agency. To maintain effective communication channels between county, state, and federal agencies and industry HSEO moved to isolate key staff to prevent a loss of capability due to exposure to COVID 19. This same ability is critical to all-hazard events when resources may not be able to access a central location but can function remotely. During long duration event such as a catastrophic hurricane the capability of teleworking can reduce the stress on the energy supply chain by mitigating the need to travel in the event of supply shortages. Telework can similarly support all critical response agencies and state and county agencies broadly to maintain capacity during low frequency high impact events while conserving energy resources. The potential for telework to reduce emissions through reductions in traffic congestion, reduction in vehicle miles traveled, and enhanced resiliency have made the policy a focus for HSEO in analyzing and implementing policies to advance the state's energy goals.

Given HSEO's clean transportation mission, experience with telework, and interest in further assessing the potential role of telework in achieving state energy policy goals, we respectfully request SB 1569, SD1, be amended to include HSEO on the telework working group.

Thank you for the opportunity to testify.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Second Legislature, State of Hawaii
The Senate
Committee on Ways and Means

Testimony by
Hawaii Government Employees Association

March 2, 2023

S.B. 1569, S.D. 1 — RELATING TO TELEWORK

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the concept of S.B. 1569, S.D. 1 which establishes a temporary Telework Working Group.

Telework and alternative work schedules are innovative solutions that ensure workplace flexibility, and we fully recognize the many benefits they can have on employees, the employer, and the public, including a better work-life balance, increased productivity, and possible cost-savings from reduced energy and office space use. Workplace flexibility can also be utilized as a tool to help the employer recruit and retain the best and brightest employees, where government salary and benefits alone may not compete with what's offered in the private sector.

As the Exclusive Representative of most employees who are eligible to participate in the state's telework program, we appreciate the inclusion as a stakeholder in this group. However, we must stress that any changes to an included bargaining unit employee's wages, hours, and terms and conditions of work are constitutionally protected and must be negotiated and mutually agreed upon prior to implementation. Therefore, regardless of the working group's recommendations to the Legislature or the legislative directives to update the current telework program guidelines and establish policies and procedures, the Employer and the Exclusive Representative must mutually agree upon the provisions of any telework or alternative work week agreement.

Thank you for the opportunity to testify on S.B. 1569, S.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF HUMAN SERVICES
KA 'OIHANA MĀLAMA LAWELAWE KANAKA
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Honolulu, Hawaii 96809-0339

LATE

CATHY BETTS
DIRECTOR
KA LUNA HO'OKELE

JOSEPH CAMPOS II
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

March 1, 2023

TO: The Honorable Senator Donovan Dela Cruz, Chair
Senate Committee on Ways & Means

FROM: Cathy Betts, Director

SUBJECT: [SB 1569 SD1](#) – RELATING TO TELEWORK.

Hearing: March 2, 2023, 10:00 a.m.
Conference Room 211 & Via Videoconference, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) appreciates the intent of this measure, provides comments, and defers to the Department of Human Resource Development and the Office of Planning & Sustainable Development.

PURPOSE: This bill establishes a temporary Telework Working Group. Requires interim and final reports to the Legislature. Makes an appropriation. Takes effect 07/01/2050. (SD1)

The SD1 amended the measure by:

- (1) Adding to the task force, the Director of the Office of Planning and Sustainable Development and an exclusive representative of state employees participating in the State's telework program; and
- (2) Inserting an effective date of July 1, 2050, to encourage further discussion.

DHS supports modernizing the State's telework policies to improve human services delivery, support our employees, and attract more residents to our workforce. For example, during the pandemic, the Director's office led DHS through a significant pivot to a telework environment that successfully addressed the exponential increase in residents' need for health

care coverage, cash assistance, Supplemental Nutrition Assistance Benefits (SNAP), child care subsidies, assistance with utilities, and vocational rehabilitation services. In addition, the pivot prioritized the health and safety of the human services workforce, our contracted providers, and our applicants and recipients while expanding access.

Remarkably, the DHS administration and staff processed more applications throughout the pandemic and delivered benefits and services to more Hawaii residents from a hybrid work environment. Regarding efficiency and innovation, DHS was the first State in federal Region IX to stand up a Pandemic-EBT program to provide nutrition assistance benefits to school-aged children during school closures. As of January 2023, DHS paid out \$305,359,449 in P-EBT benefits that served 127,705 families, including 127,427 children. Similarly, DHS child care programs also distributed more than \$71M in child care provider grants to stabilize child care providers. Significantly, the Med-QUEST division enrolled 137,975 additional residents between March 6, 2020, through February 13, 2023, a 42% increase. Medicaid now serves 465,094 residents and continues to work primarily in a hybrid environment. Again, DHS conferred, designed, and implemented these process and program changes remotely or in a hybrid environment.

The Department's successful pivot to a hybrid telework environment was mainly due to the ongoing investments in modernizing our IT infrastructure, processes, and organizational change management efforts. In addition, since the pandemic's start, DHS has increased ways residents can access benefits and services and formed better working relationships with other executive departments, county officials, and stakeholders. Our staff has gained valuable skills and experience to deliver those benefits and services.

Thank you for the opportunity to provide comments on this measure.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

LATE

JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

March 2, 2023

To: The Honorable Donovan M. Dela Cruz, Chair
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair and
Members of the Senate Committee on Ways and Means

Date: Thursday, March 2, 2023
Time: 10:00 a.m.
Place: Conference Room 211, State Capitol

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. 1569 SD1 RELATING TO TELEWORK

I. OVERVIEW OF PROPOSED LEGISLATION

The DLIR **supports the intent of** this bill to establish a temporary telework working group and require an interim and final report to the Legislature on its findings and recommendations.

II. COMMENTS ON THE SENATE BILL

The DLIR appreciates its participation in the Telework Working Group but defers to the Department of Human Resource Development on the funds necessary to fulfill the working group duties.