
HOUSE CONCURRENT RESOLUTION

REQUESTING THE VARIOUS STATE DEPARTMENTS TO REEXAMINE THEIR WORK
FROM HOME POLICIES TO ALLOW GREATER FLEXIBILITY TO WORK
FROM HOME.

1 WHEREAS, according to a survey conducted by the Department
2 of Business, Economic Development, and Tourism, nearly sixty
3 percent of the State's civilian working population eighteen
4 years of age and older worked remotely at some point between the
5 start of the coronavirus disease 2019 pandemic and August 31,
6 2021; and

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8 WHEREAS, the survey indicated that approximately forty-two
9 percent of private sector payroll employees were working
10 remotely as of August 31, 2021; and

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12 WHEREAS, employees working remotely have cited benefits
13 including increased efficiency, higher morale, increased
14 retention rates, better work-life balance, and improved
15 productivity and performance; and

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17 WHEREAS, working remotely also saves on gas expenses, which
18 in turn results in lower pollution rates and a decrease in
19 environmental impact; reduces wear and tear on vehicles and
20 associated maintenance costs; and reduces commute-related stress
21 and anxiety, which can lead to health-related issues such as
22 increased blood sugar, high cholesterol, greater risk of
23 depression, increased anxiety, lower happiness and life
24 satisfaction, temporary blood pressure spikes, high blood
25 pressure over time, lower cardiovascular fitness, worse sleep
26 and increased back pain; and

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28 WHEREAS, state departments are competing with private
29 sector employers, some of which are offering work from home
30 programs and in order to compete with these employers, state



1 departments also need to offer flexibility in working remotely;
2 and

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4 WHEREAS, the ability for the State to remain competitive
5 with the private sector is critical; and

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7 WHEREAS, the Department of Human Resources Development's
8 December 2022 vacancy report to the Legislature indicated that
9 nearly four thousand of seventeen thousand civil service
10 positions in the state executive branch were vacant as of
11 November 2022, excluding departments outside of the Department
12 of Human Resources Development's purview, including the
13 University of Hawaii System and Department of Education; and

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15 WHEREAS, state departments spent much of 2022 hastily
16 trying to fill vacant positions, but according to the report,
17 "year after year, employees are changing positions or leaving
18 state service faster than departments can fill vacancies,
19 causing the vacancy rate to increase"; and

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21 WHEREAS, the report also indicated that the executive
22 branch faces a workforce that is fifteen to thirty percent
23 eligible to retire every year for the next five years; and

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25 WHEREAS, in Act 219, Session Laws of Hawaii 2019, the
26 Legislature noted that "working from home or other off-worksites
27 locations has demonstrated the cost-effectiveness and
28 productivity of public services" ... and that "[r]emote
29 teleworking can and should continue to remain an important
30 option for state employees who can accomplish their duties
31 outside of their traditional work environment"; and

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33 WHEREAS, Act 219 also noted that permitting state employees
34 to work off-site "enables the State to make better use of its
35 limited resources, including but not limited to office space,
36 furnishing, equipment, electrical and data requirements, storage
37 space, and other traditional needs of employees who work at
38 state facilities"; and

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40 WHEREAS, a sizeable population of the workforce working
41 remotely will help to relieve traffic congestion and
42 consequently make traveling by vehicle safer; and



H.C.R. NO. 156

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WHEREAS, by establishing remote work policies, state departments may be able to foster a more desirable place to work, offer job retention incentives to the existing workforce, attract more workers to the State, save state workers transit time and costs, and save on facilities costs; and

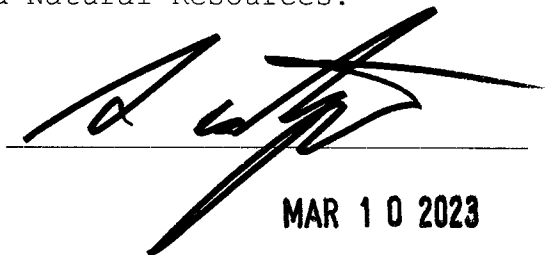
WHEREAS, although there are some jobs that cannot be done remotely, establishing policies that offer work from home for state workers where possible, not to the extent possible, should be explored; now, therefore,

BE IT RESOLVED by the House of Representatives of the Thirty-second Legislature of the State of Hawaii, Regular Session of 2023, the Senate concurring, that the various state departments are requested to reexamine their work from home policies to allow greater flexibility to work from home; and

BE IT FURTHER RESOLVED that when reexamining these policies, the state departments are requested to consider what various quality and quantity benchmarks could be implemented to ensure reasonable management oversight and continued productivity; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Governor; Comptroller; Chairperson of the Board of Agriculture; Attorney General; Director of Finance; Director of Business, Economic Development, and Tourism; Director of Commerce and Consumer Affairs; Adjutant General; Superintendent of Education; Chairperson of the Hawaiian Homes Commission; Director of Health; Director of Human Resources Development; Director of Human Services; Director of Labor and Industrial Relations; and Chairperson of the Board of Land and Natural Resources.

OFFERED BY:



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