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## A BILL FOR AN ACT

RELATING TO FOUR DAY WORK WEEKS FOR STATE EMPLOYEES.

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

1           SECTION 1. The legislature finds that alternative work  
2 schedules are among the top issues relating to relieving the  
3 traffic congestion on Hawaii's roadways. The onset of the COVID-  
4 19 pandemic and the "great resignation" have contributed to a  
5 unique time period for current workforce dynamics. After  
6 experiencing working from home, employees more likely to re-  
7 evaluate their working conditions and explore their employment  
8 options. Employers are having to consider how to retain their  
9 employees. Alternative work schedules, such as a four-day,  
10 staggered work schedule, appear to be a top choice among  
11 employees as they have experienced reduce commute times and  
12 reduced traffic.

13           The legislature also finds that there are multiple  
14 secondary benefits to the implementation of a four-day work week  
15 including employee retention, better work-life balance, and cost  
16 savings for the state.



1           The purpose of this Act is to require State departments and  
2 managers to use flexible, four-day work schedules for their  
3 employees.

4           SECTION 2. Chapter 37, Hawaii Revised Statutes, is amended  
5 by adding a new section to be appropriately designated and to  
6 read as follows:

7           "§37- Four-day work week. (a) Each State department shall  
8 implement a four-day, flexible work schedule for their  
9 employees. The administration of this policy shall be the  
10 decision of each department head. This includes the ability to  
11 not implement a four-day work week if the employee's physical  
12 presence is needed at the worksite.

13           (b) In administering a four-day work week, heads of each  
14 state department shall ensure that the following measures are  
15 contained within the four-day work week:

16           (1) Each employee shall work forty (40) hours per week,  
17 excluding holidays, sick days, or vacation days;

18           (2) Each department shall be open to the public five (5)  
19 days per week between regular business hours, excluding  
20 holidays.



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1       (3) A department may choose to allow certain employees to  
2 operate on a four-day work week with four ten hour days or on a  
3 standard work week of five eight hour days working remotely on  
4 one day a week, so long as the implementation is fair and  
5 unbiased.

6       (3) If a department implements a four-day work week, it  
7 shall also track patterns of when employees use sick paid days  
8 off of work, and compile a report to the legislature each  
9 calendar year."

10       SECTION 3. New statutory provisions are underscored.

11       SECTION 4. This Act shall take effect on January 1, 2024.

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INTRODUCED BY: \_\_\_\_\_



**JAN 23 2023**

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# H.B. NO. 856

**Report Title:**

Four day work week; state employees, traffic reduction.

**Description:**

Directs state departments to implement four day, forty hour work weeks. Addresses worker concerns of traffic congestion, commuting concerns, and work life balance.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

