
HOUSE CONCURRENT RESOLUTION

URGING STATE DEPARTMENTS AND AGENCIES TO ENABLE EMPLOYEES TO
TELEWORK TO THE GREATEST EXTENT POSSIBLE.

1 WHEREAS, telework generally refers to a flexible work
2 arrangement under which an employee performs the duties and
3 responsibilities of the employee's position and other authorized
4 activities from an approved worksite other than the location
5 from which the employee would otherwise work, including the
6 employee's residence; and

7
8 WHEREAS, although telework was offered to the workforce in
9 Hawaii on a minimal basis prior to 2020, the disruptions caused
10 by the coronavirus disease 2019 (COVID-19) pandemic forced many
11 government agencies, businesses, and nonprofit organizations to
12 rapidly transition their operations to provide for telework; and

13
14 WHEREAS, although some government agencies, businesses, and
15 nonprofit organizations struggled to determine an effective way
16 to transition their operations to telework, telework has grown
17 to become an integral way of life and business for many
18 employees and employers; and

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20 WHEREAS, by embracing telework, state departments and
21 agencies can attract and retain top talent, including younger
22 employees, by offering workplace flexibility, ultimately making
23 the State more competitive with the private sector without
24 directly increasing labor costs; and

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26 WHEREAS, encouraging state departments and agencies to
27 allow employees to telework would help to improve the continuity
28 of government operations during emergencies, retain a more
29 resilient workforce, reduce management costs related to employee
30 turnover and absenteeism, diminish traffic congestion, reduce
31 strain on public infrastructure and resources, and enhance the



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1 work-life balance of their employees by allowing them to better
2 manage their work and family obligations; now, therefore,

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4 BE IT RESOLVED by the House of Representatives of the
5 Thirty-second Legislature of the State of Hawaii, Regular
6 Session of 2024, the Senate concurring, that state departments
7 and agencies are urged to enable employees to telework to the
8 greatest extent possible; and

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10 BE IT FURTHER RESOLVED that state departments and agencies
11 are requested to adopt telework policies that monitor employee
12 productivity and, if necessary, require an employee to return to
13 the office if the employee demonstrates that they are unable to
14 meet deliverables when teleworking; and

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16 BE IT FURTHER RESOLVED that each state department and
17 agency is requested to:

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19 (1) Compile a list of positions within its respective
20 department or agency that can be fully or partially
21 performed through telework and indicate how many of
22 those positions are currently allowed to telework;
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24 (2) Compile a list of the department's or agency's efforts
25 to enable their employees to telework more easily and
26 frequently; and
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28 (3) Submit the respective lists to the Legislature prior
29 to the convening of the Regular Session of 2025; and
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31 BE IT FURTHER RESOLVED that certified copies of this
32 Concurrent Resolution be transmitted to the Governor;
33 Comptroller; Chairperson of the Board of Agriculture; Attorney
34 General; Director of Finance; Director of Business, Economic
35 Development, and Tourism; Director of Commerce and Consumer
36 Affairs; Adjutant General; Chairperson of the Board of
37 Education; Superintendent of Education; Chairperson of the
38 Hawaiian Homes Commission; Director of Health; Director of Human
39 Resources Development; Director of Human Services; Director of
40 Labor and Industrial Relations; Chairperson of the Board of Land
41 and Natural Resources; Director of Law Enforcement; Director of



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1 Taxation; Director of Transportation; and President of the
2 University of Hawaii System.
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OFFERED BY:





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