

JAN 19 2024

A BILL FOR AN ACT

RELATING TO PUBLIC EMPLOYEES.

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

1 SECTION 1. The legislature finds that a five-day, forty-
2 hour workweek is the standard workweek among most employers
3 across the nation. The legislature further finds that due to
4 the coronavirus disease 2019 pandemic, many employers and
5 employees were forced to adapt to new flexible working
6 conditions. The transition from traditional working conditions
7 to more flexible conditions has encouraged many employers to
8 prioritize the importance of their employees' health and work-
9 life balance. Many employers adjusted their traditional working
10 conditions, which resulted in increased employee satisfaction.
11 The legislature also finds that long work hours are linked to
12 heart disease, stroke, and depression. In 2008, the department
13 of human resources development participated in a four-day
14 workweek pilot project for three months, followed by
15 participation by the department of health for eight weeks,
16 through which the departments evaluated employee productivity,
17 morale, and quality of life of those who worked forty hours a



1 week from Monday through Thursday. The pilot project found that
2 the department of human resources development's offices at the
3 State Office Tower and the department of health's offices at the
4 Kinau Hale building saved approximately six and thirteen per
5 cent in energy costs, respectively. The pilot project results
6 estimated that fifty-one per cent of department of human
7 resources development employees and forty per cent of department
8 of health employees did not use their automobiles during peak
9 traffic hours on their Fridays off.

10 The legislature recognizes that numerous cases and studies
11 establish that a four-day workweek can provide numerous benefits
12 to the economy, environment, employers, and employee
13 satisfaction. In 2008, Utah became the first state to mandate a
14 four-day workweek for state employees, which resulted in the
15 state saving \$502,000 annually, state employees taking
16 significantly less leave, and a reduction in Friday commuters
17 and energy costs that cut carbon dioxide levels in the local
18 air. Brigham Young University researchers found that four-day
19 workweek employees in Utah reported being more satisfied with
20 their jobs, compensation, and benefits, and were less likely to
21 look for employment elsewhere. According to a survey conducted



1 in the United Kingdom by the Henley Business School in 2019,
2 businesses that offer a four-day workweek as part of their
3 employee package found a variety of benefits, including improved
4 ability to attract and retain talent, increase in overall
5 employee satisfaction, lower employee sickness levels, and
6 increased productivity, which contribute to cost-effective
7 operation, and that the combined savings from the implementation
8 of a four-day workweek by businesses in the United Kingdom is
9 already as high as £92,000,000,000 a year. In 2019, Microsoft
10 Japan conducted a four-day workweek pilot project, which found
11 that employees took twenty-five per cent less time off,
12 productivity rose by forty per cent, and electricity usage
13 decreased by twenty-three per cent.

14 The legislature finds that a four-day workweek could
15 increase employees' productivity, happiness, and time to attend
16 to personal or family needs, and reduce levels of stress,
17 overwork, burnout, and underemployment. A shorter workweek
18 could also benefit the environment and decrease expenses, as it
19 would reduce energy cost and congestion on the road. Given the
20 potential benefits, the State should evaluate how a four-day
21 workweek can be implemented for employees to reduce energy



1 costs, reduce carbon dioxide and congestion from the road, and
2 improve the overall work-life balance and well-being of
3 employees in the State.

4 Accordingly, the purpose of this Act is to require the
5 department of labor and industrial relations to convene a four-
6 day workweek task force.

7 SECTION 2. (a) The department of labor and industrial
8 relations shall convene a four-day workweek task force to
9 evaluate how a four-day workweek can be implemented for public
10 employees in the State to improve their quality of work, health,
11 and lifestyle.

12 (b) The four-day workweek task force shall comprise of the
13 following members or their designees:

- 14 (1) The director of labor and industrial relations, to
15 serve as the chairperson of the taskforce;
- 16 (2) The director of human resources development;
- 17 (3) The director of business, economic development, and
18 tourism;
- 19 (4) The director of health; and
- 20 (5) One member from the university of Hawaii Economic
21 Research Organization.



1 (c) The chairperson of the four-day workweek task force
2 shall invite one representative from each of the following
3 organizations to serve as task force members:

4 (1) Hawaii Government Employees Association, AFSCME Local
5 152, AFL-CIO; and

6 (2) United Public Workers, AFSCME Local 646, AFL-CIO.

7 (d) The four-day workweek task force shall:

8 (1) Review and assess studies, projects, and health
9 benefits related to a four-day workweek that is
10 comparative to Hawaii's needs;

11 (2) Review and evaluate how the State can provide more
12 flexible work hours and a four-day workweek for its
13 employees who wish to partake in the option to work
14 non-traditional hours;

15 (3) Examine and identify barriers to creating and
16 implementing a four-day workweek; and

17 (4) Recommend procedures that the State should adopt and
18 follow to successfully provide its employees with the
19 options of more flexible work hours and a four-day
20 workweek.



1 (e) The four-day workweek task force shall submit a report
2 of the actions taken and progress made by the task force,
3 including its findings and recommendations, proposed
4 legislation, and requests of recommended amounts of funds to be
5 appropriated, to the legislature no later than December 1, 2024.

6 (f) The four-day workweek task force shall be dissolved on
7 June 30, 2025.

8 SECTION 3. This Act shall take effect upon its approval.

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INTRODUCED BY:

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S.B. NO. 2665

Report Title:

DLIR; Four-Day Workweek Task Force; Public Employees; Report

Description:

Require the Department of Labor and Industrial Relations to convene a Four-Day Workweek Task Force. Requires the taskforce to submit a report to the Legislature. Dissolves the taskforce on 6/30/25.

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

