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Statement of
BRENN A H. HASHIMOTO
Director, Department of Human Resources Development

Before the
HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS
Thursday, March 21, 2024
10:00 AM
State Capitol, Conference Room 309

In consideration of
**HCR 76 / HR 61 URGING STATE DEPARTMENTS AND AGENCIES TO ENABLE
EMPLOYEES TO TELEWORK TO THE GREATEST EXTENT**

Chair Matayoshi, Vice Chair Garrett, and the members of the committee.

The Department of Human Resources Development (DHRD) offers the following comments for HCR 76 / HR 61.

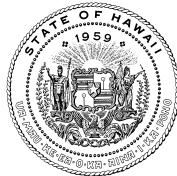
The purpose of HCR 76 and HR 61 is to urge state departments and agencies to enable employees to telework to the greatest extent possible and request that they adopt telework policies to monitor employee productivity and, if necessary, require an employee to return to the office if the employee demonstrates that they are unable to meet deliverables when teleworking.

DHRD, on behalf of the State of Hawaii Executive Branch, entered into a memorandum of agreement with the Hawaii Government Employees Association (HGEA) outlining the state's telework program guidelines. Under the telework program guidelines, a provision already exists that allows supervisors/managers to return employees to the office if the employee is unable to meet the deliverables while teleworking. Executive Branch departments intending to provide telework opportunities to their employees must follow the negotiated guidelines. Departments are not permitted to establish their own policies without DHRD approval and consultation with HGEA.

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

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JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



KEITH A. REGAN
COMPTROLLER
KA LUNA HO'OMALU HANA LAULĀ

MEOH-LENG SILLIMAN
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STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES | KA 'OIHANA LOIHELU A LAWELAWE LAULĀ
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WRITTEN TESTIMONY
OF
KEITH A. REGAN, COMPTROLLER
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES
TO THE
COMMITTEES ON LABOR AND GOVERNMENT OPERATIONS

THURSDAY, MARCH 21, 2024, 10:00 A.M.
CONFERENCE ROOM 309 AND VIA VIDEOCONFERENCE, STATE CAPITOL

H. R. 61 and H. C. R. 76

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

Chairs Matayoshi, Vice Chair Garrett, and members of the Committees, thank you for the opportunity to submit testimony on H. R. 61 and H. C. R. 76.

H. R. 61 and H. C. R. 76 encourages state departments and agencies to allow employees to telework as a tool to help improve overall operations. The Department of Accounting and General Services (DAGS) offers testimony in **support** of this measure.

DAGS appreciates the work done by the Department of Human Resources and Development (DHRD) to develop and implement telework guidelines. Through our experience, we have found that many (approximately 8 out of 10) potential candidates for positions that are suited for telework have inquired as to the availability of telework. While DAGS has embraced the concept of telework, we have implemented it in a very

limited capacity.

As the work environment continues to change, the State, in order to remain relevant and competitive, must also consider changing its approach to be more accepting of telework as a benefit that would make the State a more attractive place to work. As the existing DHRD telework guidelines continue to be implemented by various departments, there is an opportunity to further enhance these guidelines through input from the legislature, employees, supervisors, and department heads. This measure will encourage departments to review their operations and share, with the legislature, additional opportunities to address a myriad of concerns related to continuity of operations, workforce resiliency, employee turnover and absenteeism, traffic congestion, strain on public infrastructure and resources, and work-life balance.

Thank you for the opportunity to submit testimony on this matter.



Randy Perreira
President

HAWAII STATE AFL-CIO

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The Thirty-Second Legislature
House of Representatives
Committee on Labor & Government Operations

Testimony by
Hawaii State AFL-CIO

March 21, 2024

TESTIMONY ON HCR76 - URGING STATE DEPARTMENTS AND AGENCIES TO ENABLE EMPLOYEES TO
TELEWORK TO THE GREATEST EXTENT POSSIBLE

Chair Matayoshi, Vice Chair Garrett, and members of the committee:

The Hawaii State AFL-CIO is a federation of 74 affiliate labor organizations representing over 68,000 union members in the State of Hawaii. The AFL-CIO serves its affiliates by advocating for workers and their families before the state legislature and other state and county government branches.

The Hawaii State AFL-CIO **supports** HCR76, which urges state departments and agencies to enable employees to telework to the greatest extent possible.

Enabling telework for state employees offers numerous benefits for workers and the state. For example, telework can help address workforce recruitment and retention issues by expanding opportunities for individuals facing barriers to traditional office-based employment, such as those with disabilities or caregiving responsibilities. Telework also increases employee satisfaction by providing greater flexibility and work-life balance, leading to higher morale and productivity.

Additionally, telework reduces commuting time and costs, alleviates traffic congestion, and reduces the state's carbon footprint, contributing to environmental sustainability efforts.

This resolution promotes a forward-thinking approach to modernizing the state's workforce practices. By embracing telework to the greatest extent possible, the state can enhance employee well-being, operational efficiency, and resilience in emergencies. We urge your support for this resolution.

Respectfully submitted,

A handwritten signature in black ink that reads "Randy Perreira".

Randy Perreira
President



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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The Thirty-Second Legislature, State of Hawaii
House of Representatives
Committee on Labor and Government Operations

Testimony by
Hawaii Government Employees Association

March 21, 2024

**H.C.R. 76 – URGING STATE DEPARTMENTS AND AGENCIES TO ENABLE
EMPLOYEES TO TELEWORK TO THE GREATEST EXTENT POSSIBLE**

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.C.R. 76, which urges departments and agencies to enable employees to telework to the greatest extent possible.

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 and federal sector. Additionally, the younger generation appreciates the use of telework and views it as an essential part of any employment package – a generation that our state government desperately needs. It's time for our government to turn the page and begin to implement and utilize benefits that reflect the needs of the twenty first century workforce – telework is one that should be used to the greatest extent possible.

Thank you for the opportunity to testify in strong support of H.C.R 76.

Respectfully submitted,


Randy Perreira
Executive Director