

JAN 17 2025

A BILL FOR AN ACT

RELATING TO REMOTE WORK ASSESSMENTS.

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

1 SECTION 1. The legislature finds that during the height of
2 the coronavirus disease 2019 (COVID-19) pandemic, many state
3 employees were able to efficiently fulfill their work duties
4 from home. Current teleworking arrangements, while limited,
5 have demonstrated the continued capacity of state employees to
6 efficiently fulfill their work duties from home. Although the
7 state currently offers telework and hybrid work schedule options
8 for state employees by executive order no. 23-0, many state
9 departments have yet to widely adopt these practices. It is
10 estimated that seventy-eight per cent of employees do not
11 telework at all, twelve per cent telework one to two days a
12 week, and only one per cent telework full-time, with most of the
13 remainder participating in a hybrid three-day telework program.
14 While certain positions within the state government may be
15 incompatible with teleworking or hybrid work schedules, many
16 roles can benefit from teleworking as a strategy to meet
17 multiple state goals. Currently, the department of human



1 resources development has a teleworking policy, an employee
2 teleworking agreement, telework guidelines, and online telework
3 training.

4 The legislature further finds that the 2023 decarbonization
5 report by the Hawaii state energy office emphasized that
6 reducing ground transportation emissions is heavily dependent on
7 both the switch to electric vehicles as well as the reduction of
8 vehicle miles traveled. Additionally, one of the department of
9 transportation's goals as stated by the Hawaii state
10 transportation plan is to protect and enhance natural and
11 cultural resources and reduce climate impacts by implementing
12 initiatives to reduce fossil fuel consumption, mitigate
13 greenhouse gases, and improve air quality. The Maryland
14 department of transportation, through the implementation of its
15 telework assistance program, collectively reduced over
16 twenty-four thousand daily vehicle trips and over 489,000 daily
17 vehicle miles traveled between 2020 and 2023.

18 The legislature finds that Act 219, Session Law of Hawaii
19 2021, was enacted to build on the success of teleworking during
20 the height of the COVID-19 pandemic, which mandates a ten
21 percent reduction in state government office space by July 1,



1 2026. The 2023 progress report on the implementation of Act 219
2 by the department of accounting and general services noted that
3 as of December 2023, there had only been a 4.3 per cent
4 reduction in the total square footage of offices in leased
5 space. Teleworking can further reduce the need for office space
6 for the department to meet its mandate. State departments like
7 the department of health have offered teleworking opportunities
8 to their employees on Maui and Hawaii islands and were able to
9 downsize their office spaces.

10 The legislature also finds that the 2023 vacancy report by
11 the department of human resources development identifies that
12 employees are changing positions or leaving state service at a
13 faster rate than job vacancies can be filled, causing the
14 vacancy rate to increase. As of November 2023, the vacancy rate
15 for state government positions has climbed to twenty-seven per
16 cent, with over four thousand six hundred vacancies, and thirty
17 per cent of the workforce eligible to retire by 2028.

18 Focus groups conducted in July and August of 2024 by the
19 Oahu metropolitan planning organization with state government
20 employees revealed that telework has improved performance,
21 increased the desire to remain in their state job, and improved



1 morale. Further, eighty-six per cent of responding focus group
2 participants indicated that having the ability to telework makes
3 or would make them more likely to stay in their state job.
4 However, barriers to telework adoption were identified. These
5 included long probation periods (up to six months) before new
6 employees could qualify for teleworking, the need for
7 employer-provided equipment such as laptops, and a lack of
8 willingness by department leadership to allow employees to
9 telework.

10 Accordingly, the purpose of this Act is to require the
11 comptroller to periodically assess telework-eligible positions
12 and notify all eligible employees of their telework eligibility.

13 SECTION 2. Section 40-14, Hawaii Revised Statutes, is
14 amended by amending subsection (a) to read as follows:

15 "(a) For state agencies occupying space in facilities
16 managed by the department of accounting and general services or
17 in non-state facilities, the comptroller shall:

- 18 (1) Assess and determine office space requirements;
19 (2) Initiate or cancel leases upon the determination of
20 each agency's requirements;
21 (3) Renegotiate existing leases;



- 1 (4) Authorize office space allocation; [~~and~~]
- 2 (5) Determine infrastructure requirements to allow
- 3 employees to telework[~~[-]~~]; and
- 4 (6) No later than June 30 of every even-numbered year:
- 5 (A) In coordination with the department of human
- 6 resources development and office of enterprise
- 7 technology services, complete an assessment of
- 8 telework-eligible positions; and
- 9 (B) Notify all employees of their eligibility to
- 10 telework."

11 SECTION 3. No later than June 30, 2026, the comptroller
 12 shall complete the first assessment and notification required
 13 under section 40-14(a)(6), Hawaii Revised Statutes.

14 SECTION 4. Statutory material to be repealed is bracketed
 15 and stricken. New statutory material is underscored.

16 SECTION 5. This Act shall take effect upon its approval.

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INTRODUCED BY: 



S.B. NO. 1091

Report Title:

Department of Accounting and General Services; Comptroller;
Telework; Assessment; DHRD; OETS

Description:

Requires the Comptroller to periodically assess telework-eligible positions and notify all eligible employees of their eligibility to telework. Requires the Department of Human Resources Development and Office of Enterprise Technology Services to assist.

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