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H.B. NO. 3698

A Bill for an Act Relating to Job Sharing for Public Employees.

Be It Enacted by the Legislature of the State of Hawaii:

SECTION 1. Act 244, Session Laws of Hawaii 1989, section 1, is amended to read as follows:

“SECTION 1. The legislature finds that the increasing mobility of society, changing patterns of socioeconomic needs and values, and the economic realities of life in Hawaii require consideration of innovative approaches to ensure the availability of flexible employment opportunities to meet the varying needs of Hawaii’s people. Job-sharing, which would provide half-time positions in place of full-time positions, is an innovation that will increase available employment options so that people may be employed on the basis of their financial or other needs, such as raising a family, without the necessity of being employed on a full-time basis, or perhaps, the necessity of resigning from full-time employment.

The legislature further finds that the success of the pilot projects in the department of education and the libraries[,] warrants further expansion of the job-sharing concept to other departments. Moreover, implementation of job-sharing may create a more stimulating and healthy environment for employees in their professional capacities, especially for those who are faced with the dilemma of desiring to spend more time with their families without totally leaving the job market. In addition, the implementation of this project for employees would allow them more time to pursue additional training and education, further benefiting the

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citizens of the State.

The purpose of this Act is to establish a voluntary job-sharing pilot project for all permanent, full-time employees belonging to units 2, 3, 4, 8, 9, and 13 of the executive branch, the judicial branch, the department of education, the University of Hawaii, the legislative reference bureau, the legislative auditor, and the office of the ombudsman; other than persons allowed to job-share under sections 297-12.5 and 312-7[, and Act 73, Session Laws of Hawaii 1986].”

SECTION 2. Act 244, Session Laws of Hawaii 1989, section 4, is amended to read as follows:

“SECTION 4. **Duties.** The office of the legislative auditor shall monitor and evaluate the pilot project, with particular regard to the efficacy of the job-sharing concept, and shall evaluate factors such as turnover rates, absenteeism, productivity, morale, and demographic factors such as ethnicity, sex, and age composition of participants, and other pertinent data. The office of the legislative auditor [shall], among other analyses, shall identify factors that facilitated or made more difficult the implementation of this Act.

The office of the legislative auditor shall [submit status reports] report on its findings and recommendations to the legislature prior to the convening of the regular [sessions] session of [1991, 1992, and 1993 and shall submit a report to the legislature on its findings and recommendations prior to the convening of the regular session of] 1994.”

SECTION 3. Session law material to be repealed is bracketed. New material is underscored.

SECTION 4. This Act shall take effect upon its approval.

(Approved June 3, 1992.)