

1 employee morale, work productivity and environmental soundness;
2 and

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4 WHEREAS, studies have shown that by offering employees
5 telecommuting and flexible schedule alternatives, there is an
6 increase in overall employee satisfaction and productivity, less
7 traffic congestion and pollution, and allows for greater
8 flexibility to achieving work/life balances and a more
9 technologically savvy workforce; and

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11 WHEREAS, in 2000, Congress passed Public Law 106-346,
12 mandating that each executive federal agency to establish a
13 policy under which eligible employees of the agency may
14 participate in telecommuting to the maximum extent possible
15 without diminished employee performance; and

16

17 WHEREAS, on September 12, 2007, as a result of the Telework
18 Enhancement Act of 2007, the Honorable Lurita A. Doan, U.S.
19 General Services Administration Administrator, citing that true
20 leaders lead by example, issued a challenge to fellow her
21 federal agencies to join in her efforts as she leads the federal
22 government into the telecommuting era; and

23

24 WHEREAS, on December 3, 2003, the Hawaii State Department
25 of Human Resources Development issued Policy No. 502.002,
26 relating to Flexible Working Hours, in order to provide a plan
27 for flexible working hours for full-time and part-time State
28 employees; and

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30 WHEREAS, improved productivity and efficiency in employee
31 working conditions, helping to ease peak morning and afternoon
32 traffic congestion and accommodating employees' work and family
33 needs were cited as the driving force behind this newly issued
34 State policy; and

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36 WHEREAS, on October 11, 2004, a Memorandum of Understanding
37 was signed between the State of Hawaii and the Hawaii Government
38 Employees Association, AFSCME, Local 152, AFL-CIO on behalf of
39 employees in Bargaining Units 02, 03, 04, 09 and 13, agreeing to
40 the Alternative Workweek (AWW) Program guidelines for State
41 workers wishing to telecommute or utilize flexible working
42 hours; and

43



1 WHEREAS, the Alternative WorkWeek Program guidelines issued
2 were to developed to provide flexibility for employees in work
3 week scheduling consistent with the needs of the public, health
4 and welfare of employees, and for the efficient administration
5 and management of operations by the Employer; and
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7 WHEREAS, telecommuting is a practical solution to
8 environmental and other quality-of-life issues, as well as work-
9 life challenges; now, therefore,
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11 BE IT RESOLVED by the House of Representatives of the
12 Twenty-fourth Legislature of the State of Hawaii, Regular
13 Session of 2008, the Senate concurring, that the State executive
14 agencies follow Administrator Doan's challenge to lead by
15 example and further encourage, promote, and increase efforts to
16 adopt telecommuting as an alternative work environment so as to
17 increase employee productivity, boost employee morale and join
18 in the worldwide efforts to reduce air pollution; and
19

20 BE IT FURTHER RESOLVED that the Department of Human
21 Resources Development continues to work with the Hawaii
22 Government Employees Association to further promote and
23 encourage telecommuting and flexible work schedules for all
24 State workers, as permissible; and
25

26 BE IT FURTHER RESOLVED that the Department of Human
27 Resources Development is requested to submit a status report of
28 the Alternative Workweek program and telecommuting employees to
29 the Legislature no later than twenty days prior to the convening
30 of the Regular Session of 2009;
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32 BE IT FURTHER RESOLVED that certified copies of this
33 Concurrent Resolution be transmitted to the Governor, the
34 department heads of each state department, the Mayors of the
35 City and County of Honolulu, County of Kauai, County of Maui and
36 County of Hawaii, and the Hawaii Government Employees
37 Association.
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~~AMM~~ OFFERED BY: Chris Ward
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