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## HOUSE RESOLUTION

URGING THE EXECUTIVE BRANCH DEPARTMENTS TO ENCOURAGE, PROMOTE  
AND INCREASE TELECOMMUTING AND FLEX-TIME OPTIONS FOR STATE  
EMPLOYEES.

1           WHEREAS, the importance of achieving a positive state of  
2 mental health, including an individual's ability to enjoy life  
3 and procure a balance between life activities and efforts to  
4 achieve psychological resilience has become increasingly  
5 important in today's society; and  
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7           WHEREAS, Americans are working harder and longer hours than  
8 ever in order to provide them and their families with the  
9 "American Dream" life, and in the process, begin to neglect  
10 their own personal health and wellbeing; and  
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12           WHEREAS, air pollution has long been recognized as a cause  
13 for human health problems, as well as to the Earth's ecosystems,  
14 and is responsible for a large number of deaths worldwide,  
15 accounting for approximately 2.4 million deaths each year  
16 according to the World Health Organization; and  
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18           WHEREAS, while there are numerous sources identified with  
19 air pollution, studies show that the greatest source of  
20 emissions come from mobile sources, automobiles in particular;  
21 and  
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23           WHEREAS, governments worldwide have been leading efforts to  
24 help reduce air pollution through developing alternative sources  
25 of renewable energy and encouraging more efficient alternative  
26 methods of transportation, including mass transit; and  
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28           WHEREAS, telecommuting is the fastest-growing shift in  
29 traditional working patterns and offers a multi-pronged approach  
30 to employee health, welfare and future that include boosting



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

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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

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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



1 workers wishing to telecommute or utilize flexible working  
2 hours; and

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4 WHEREAS, the Alternative WorkWeek Program guidelines issued  
5 were to developed to provide flexibility for employees in work  
6 week scheduling consistent with the needs of the public, health  
7 and welfare of employees, and for the efficient administration  
8 and management of operations by the Employer; and

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10 WHEREAS, telecommuting is a practical solution to  
11 environmental and other quality-of-life issues, as well as work-  
12 life challenges; now, therefore,

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14 BE IT RESOLVED by the House of Representatives of the  
15 Twenty-fourth Legislature of the State of Hawaii, Regular  
16 Session of 2008, that the State executive agencies follow  
17 Administrator Doan's challenge to lead by example and further  
18 encourage, promote, and increase efforts to adopt telecommuting  
19 as an alternative work environment so as to increase employee  
20 productivity, boost employee morale and join in the worldwide  
21 efforts to reduce air pollution; and

22

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

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29 BE IT FURTHER RESOLVED that the Department of Human  
30 Resources Development is requested to submit a status report of  
31 the Alternative Workweek program and telecommuting employees to  
32 the Legislature no later than twenty days prior to the convening  
33 of the Regular Session of 2009;

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35 BE IT FURTHER RESOLVED that certified copies of this  
36 Resolution be transmitted to the Governor, the department heads  
37 of each state department, the Mayors of the City and County of  
38 Honolulu, County of Kauai, County of Maui and County of Hawaii,  
39 and the Hawaii Government Employees Association.

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