
HOUSE CONCURRENT RESOLUTION

ENCOURAGING STATE DEPARTMENTS AND AGENCIES TO IMPLEMENT WORKSITE WELLNESS PROGRAMS.

1 WHEREAS, since many employees in the United States spend a
2 majority of their waking hours in the workplace, the workplace
3 has become a venue for investments in health; and
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5 WHEREAS, effective worksite wellness programs can attract
6 employees, improve productivity, enhance employee morale and
7 organizational commitment, reduce turnover, and reduce
8 organizational conflict; and
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10 WHEREAS, a review of 36 peer-reviewed studies of wellness
11 programs in large firms found that average employer medical
12 costs decreased \$3.27 for every dollar spent on wellness
13 programs, and costs for the days that employees were absent
14 decreased an average of \$2.73; and
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16 WHEREAS, a large majority of state and local governments
17 have established wellness programs, preventive care policies,
18 and have used incentives to achieve specific workforce-related
19 goals, most notably improving employee health and controlling
20 health care costs; and
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22 WHEREAS, worksite wellness policies and procedures allow
23 government agencies to develop activities and modify work
24 environments and policies to support the health and well-being
25 of employees and address administrative barriers to enable
26 effective worksite wellness interventions; and
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28 WHEREAS, on October 1, 2014, the State of Hawaii's
29 Department of Human Resources Development approved Policy No.
30 801.001 to authorize and encourage state agencies to create and



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1 maintain worksite wellness initiatives for their employees for
2 the benefit of the State and its employees; now, therefore,
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4 BE IT RESOLVED by the House of Representatives of the
5 Twenty-ninth Legislature of the State of Hawaii, Regular Session
6 of 2017, the Senate concurring, that each state agency or
7 department is encouraged to implement worksite wellness programs
8 consistent with the Department of Human Resources Development
9 Policies and Procedures for worksite wellness in Policy No.
10 801.001; and
11

12 BE IT FURTHER RESOLVED that state agencies and departments
13 are encouraged to identify a manager to serve as the wellness
14 leader to collaborate with executive management and employees to
15 create a worksite wellness infrastructure, oversee the
16 development and implementation of employee wellness policies and
17 committees, and provide ongoing assessment and monitoring of the
18 effectiveness of worksite wellness programs; and
19

20 BE IT FURTHER RESOLVED that certified copies of this
21 Concurrent Resolution be transmitted to the Director of Human
22 Resources Development who shall forward copies of this
23 resolution to the heads of all state departments, the
24 Chairperson of the Board of Trustees of the Hawaii Employer-
25 Union Health Benefits Trust Fund, the Chief Executive Officer of
26 the Hawaii Medical Service Association, and the Chief Executive
27 Officer of Kaiser Foundation Health Plan, Inc.
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OFFERED BY: Deen A. Kuehli

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[Signature]

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