

DAVID Y. IGE  
GOVERNOR



RYKER WADA  
DIRECTOR

ANDREW T. GARRETT  
DEPUTY DIRECTOR

**STATE OF HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

TESTIMONY TO THE  
HOUSE COMMITTEE ON LABOR AND TOURISM

For Hearing on Tuesday, March 16, 2021 at 9:00 a.m.  
Conference Room 312 (Via Video Conference)

By

RYKER WADA  
DIRECTOR

**Senate Bill 830, Senate Draft 2 – Relating to Employment**

CHAIRPERSON ONISHI, VICE CHAIR SAYAMA AND MEMBERS OF THE COMMITTEE:

The Department of Human Resources Development (DHRD) **supports the intent** of SB830 SD2 which requires DHRD to convene a working group of stakeholders to review and make recommendations on policies and procedures relating to telework and alternative work schedules to address the caregiving responsibilities and other needs of state employees. It also requires DHRD to submit a report of its findings and recommendations, including any proposed legislation or specific budget requests, to the legislature no later than twenty days prior to the convening of the regular session of 2022. In addition, it requires departments to adopt DHRD's policies that permit state employees to telework while caregiving during the COVID-19 pandemic.

We believe that the effective use of telework has been an instrumental part of the state's COVID-19 response. What initially started off as part of our public health strategy has allowed departments to continue to serve the public, all while protecting members of our workforce. We believe that telework is here to stay.

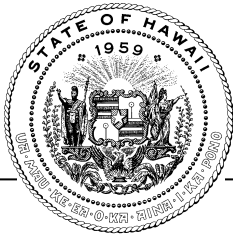
For the committees' edification, DHRD currently has a Memorandum of Understanding (MOU) with the Hawaii Government Employees Association (HGEA) that was executed in 2010. The interim guidelines issued to all departments in March 2020 to expand permitted allowances for telework, namely for childcare purposes amid school closures across the state as a result of the initial shutdown, were mutually agreed upon with HGEA.

We respectfully note that the interim guidelines remain in effect and we believe the vast majority of departments are allowing its employees to telework due to this ongoing caregiving challenge. However, the fact remains that there are some classes of work, such as corrections officers and custodial staff, where telework is not a feasible option due to the responsibilities of the position. As such, we believe departments must continue to be given the latitude to grant telework for its employees based on operational needs.

DHRD continues to assess the role of telework as part of our “new normal” going forward. In fact, we have partnered with the State’s Office of Planning and Enterprise Technology Services, as well as jointly with the City and County of Honolulu’s Departments of Transportation Services (DTS), Human Resources, and Information Technology to undertake a project known as “Work Where You Live” that is being funded by the City’s DTS with the approval of the Oahu Metropolitan Planning Organization. The purpose of the project is to survey State and City employees on Oahu on their current teleworking experience and to develop recommendations to improve State and City telework policies. The project will also review telecommuting and telework best practices from other governmental jurisdictions that may be implemented for our workforce.

While DHRD supports the intent of this measure, we continue to stress that telework is most appropriately dealt through the collective bargaining process enumerated in HRS Chapter 89. We look forward to having discussions with vested parties to lay the groundwork in how best to update policies and procedures relating to telework and alternative work schedules that takes into consideration the needs of the state’s workforce as well as the operational needs of the departments. With the input we receive through such discussions and through the recommendations of the “Work Where You Live” project, we would be better prepared to come to a consensus on any negotiated agreement on telework and determine whether legislation or funding would be needed to implement the program.

Thank you for allowing us the opportunity to provide this testimony.



# OFFICE OF PLANNING STATE OF HAWAII

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DAVID Y. IGE  
GOVERNOR

MARY ALICE EVANS  
DIRECTOR  
OFFICE OF PLANNING

Statement of  
**MARY ALICE EVANS**  
Director, Office of Planning  
before the  
**HOUSE COMMITTEE ON LABOR AND TOURISM**  
Tuesday, March 16, 2021  
9:00 AM  
Via Videoconference

in consideration of  
**SB 830, SD2**  
**RELATING TO EMPLOYMENT.**

Chair Onishi, Vice Chair Sayama, and Members of the House Committee on Labor and Tourism:

The Office of Planning (OP) **supports** SB 830, SD2 that directs the Department of Human Resources Development (DHRD) to convene a working group of stakeholders to review and recommend policies and procedures relating to telework and alternative work schedules to address the caregiving responsibilities and other needs of state employees, and submit a report on its findings and recommendations to the 2022 Legislative session.

However, OP has **concerns** on Section 4 of the bill that requires all departments to adopt, implement, and update emergency telework policies in conformity with the Department of Human Resource Development's (DHRD) March 2020 interim guidance regarding authorization for employees to telework while caregiving. As noted in DHRD's previous testimony on this Bill, there are certain classes of work, such as corrections officers and custodial staff, where telework is not a feasible option due to the duties of the position. Departments need to continue to have the latitude to grant telework for its employees based on operational need.

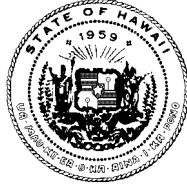
As noted in the Bill, OP is undertaking a project known as **Work Where You Live**, in coordination with the DHRD, Office of Enterprise Technology Services (ETS), Department of Transportation, as well as jointly with the City and County of Honolulu's Departments of Transportation Services (DTS), Human Resources, and Information Technology. The project will survey State and City workers on Oahu on their recent teleworking experience and

develop recommendations to improve State and City telework policies, incorporating best practices from other governmental jurisdictions that may be implemented in Hawaii. The project is underway this month and should be completed by Fall of this year.

The Work Where You Live study will provide empirical and statistical data on the current State government teleworking experience and teleworking best practices from other jurisdictions that will help facilitate the DHRD working group's efforts.

The implementation of an effective telework policy would enhance the recruitment and retention of employees, including helping to relieve the burden on employees who are caregivers, assist efforts to reduce commute times, vehicle miles traveled, traffic congestion, office space needs, and improve quality of life. There is also a potential long-term impact on transportation infrastructure costs and reducing greenhouse gas emissions.

Thank you for this opportunity to testify.



‘O kēia ‘ōlelo hō’ike no ke  
**Komikina Kūlana Olakino o Nā Wāhine**

Testimony on behalf of the  
**Hawai‘i State Commission on the Status of  
Women**

IN SUPPORT OF SB830 SD2  
March 15, 2021

Aloha Chair Onishi, Vice Chair Sayama, and Honorable Members,

The Hawai‘i State Commission on the Status of Women (CSW) writes in support of SB830 SD2.

According to the National Women’s Law Center, the COVID-19 pandemic has had a disastrous effect on working women. Women have had to shoulder the caregiving crisis from school and daycare closures. President Joe Biden recently described the exodus of mothers from the workforce during the pandemic as a national emergency.

The State of Hawai‘i’s Telework Program Guidelines dated June 2, 2010 state that “teleworkers may not undertake to provide primary care during work hours for a child or children, elderly, ill or disabled person or a person who requires significant care.” Although a better, temporary policy is in effect, it is insufficient. Confusion and outright opposition to telework while caregiving exists across government departments. Telework is an optional program. Each department can make telework decisions without following a set standard. For example, DOH cautioned management on July 17, 2020 that “telework may not be used to replace arrangements for dependent care” and this caused confusion requiring corrective action.

SB830 SD2 is the only telework-related bill introduced this Session that addresses the impact of school, daycare, and senior care disruptions on gender equality. The 2010 telework policy explicitly prohibits telework while or for caregiving, which has been negatively impact women’s equality in the workplace for over a decade.

Accordingly, the Commission respectfully urges the Committee to pass SB830 SD2.

Sincerely,

Khara Jabola-Carolus



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 03/16/2021

**Time:** 09:00 AM

**Location:** 312 Via Videoconference

**Committee:** House Labor & Tourism

**Department:** Education

**Person Testifying:** Dr. Christina M. Kishimoto, Superintendent of Education

**Title of Bill:** SB 0830, SD2 RELATING TO EMPLOYMENT.

**Purpose of Bill:** Directs the Department of Human Resources Development to convene a working group of stakeholders to update and create policies and procedures relating to telework and alternative work schedules to address the caregiving responsibilities and other needs of state employees and submit a report on its proposed telework and alternative work schedule policies and procedures, including any recommendations on proposed legislation or specific budget requests, to the Legislature no later than 20 days prior to the convening of the Regular Session of 2022. Requires departments to adopt Department of Human Resources Development policies that permit state employees to telework while caregiving during the COVID-19 pandemic. Effective 7/1/2050. (SD2)

**Department's Position:**

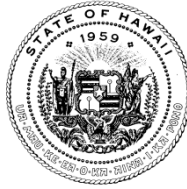
The Hawaii State Department of Education (Department) supports SB 830, SD2 and is committed to participating as a stakeholder to update and develop best practice policies and procedures for telework and alternative work schedules to support innovative practices throughout the Department.

The Department currently has a telework program that aligns with our primary mission as an educational agency. Our schools have been empowered to make operational decisions that take into account the unique needs of their school communities and to provide the appropriate educational and support structures for their students.

Thank you for the opportunity to testify on SB 830, SD2.

The Hawai'i State Department of Education is committed to delivering on our promises to students, providing an equitable, excellent, and innovative learning environment in every school to engage and elevate our communities. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at [www.hawaiipublicschools.org](http://www.hawaiipublicschools.org).

DAVID Y. IGE  
GOVERNOR



**TESTIMONY BY:**

JADE T. BUTAY  
DIRECTOR

Deputy Directors  
LYNN A.S. ARAKI-REGAN  
DEREK J. CHOW  
ROSS M. HIGASHI  
EDWIN H. SNIFFEN

**STATE OF HAWAII**  
**DEPARTMENT OF TRANSPORTATION**  
869 PUNCHBOWL STREET  
HONOLULU, HAWAII 96813-5097

March 16, 2021  
9:00 a.m.  
State Capitol, Teleconference

**S.B. 830, S.D. 2**  
**RELATING TO EMPLOYMENT**

House Committee on Labor and Tourism

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The Department of Transportation (DOT) **supports** the intent of this bill.

Telework supports DOT goals of environmental stewardship, congestion reduction, safety, and mobility. It enhances DOT as an employer of choice by providing employees with greater flexibility to balance work and home life. Telework supports productivity by giving managers and employees a work arrangement option that can be used to increase the amount of productive work time. It is also an effective and efficient way for continuing critical functions when staff cannot travel to a central office due to local or national incidents.

The DOT defers to the Department of Human Resources Development for further discussion.

Thank you for the opportunity to provide testimony.





## of Hawaii

To: Hawaii State House Committee on Labor and Tourism

Hearing Date/Time: Tuesday March 16, 9AM

Place: Hawaii State Capitol, Room 312

Re: Testimony in support for S.B. 830 SD2

Dear Chair Onish, Vice Chair Sayama, and Members of the Committee,

Members of AAUW of Hawaii are grateful for this opportunity to testify in support for S.B. 830 SD2, which would direct the Department of Human Resources Development to convene a working group to update and create policies on telework & alternative work schedules, and submit a report including recommendations to the legislature in time for the 2022 legislative session. S.B. 830 SD2 would also require departments to adopt Department of Human Resources Development policies that permit state employees to telework while caregiving during the COVID-19 pandemic.

We are delighted to know that the employees of State of Hawaii will have an option to telework while caregiving during the COVID-19 pandemic which would reduce the number of employees who would leave their job to care for their keiki or other family members who need care during the pandemic. As we all know and unfortunately due to the pandemic, no other care options are available. As we also know, it is the women who end up quitting their job to care for family members, impacting their financial security short term and long term. Women left their job as much as four times more than men to care give during the pandemic<sup>1</sup>; over 3 million women nationally left their job past year.<sup>2</sup>

As the largest employer in Hawaii, it would be prudent for State of Hawaii to establish a telework and alternative work schedule policies, tools, and support resources based on best practices which can then potentially be a model for other

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<sup>1</sup> <https://www.npr.org/2020/10/28/928253674/stuck-at-home-moms-the-pandemics-devastating-toll-on-women>

<sup>2</sup> <https://www.cbsnews.com/news/covid-crisis-3-million-women-labor-force/>

employers in Hawaii. Fortunately, many larger companies have offered telework as options to the employees pre-pandemic and organizations such as the Society for Human Resource Management (SHRM) offers guidance<sup>3</sup> based on best practices.

The American Association of University Women (AAUW) of Hawaii is a state-wide organization made up of six branches (Hilo, Honolulu, Kauai, Kona, Maui, and Windward Oahu), and over 3800 members and supporters statewide. As advocates for gender equity, AAUW of Hawaii promotes the economic, social, and physical well-being of all persons.

Thank you for your consideration and this opportunity to submit this testimony.

A handwritten signature in blue ink, appearing to read 'Y. Overly', with a stylized, cursive script.

Younghee Overly  
Public Policy Chair, AAUW of Hawaii  
publicpolicy-hi@aauw.net

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<sup>3</sup> <https://www.shrm.org/resourcesandtools/pages/remote-work.aspx>



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-First Legislature, State of Hawaii  
House of Representatives  
Committee on Labor and Tourism

Testimony by  
Hawaii Government Employees Association

March 16, 2021

**S.B. 830, S.D. 2 – RELATING TO EMPLOYMENT**

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the concept of telework for willing and able state employees and provides comments on the intent of S.B. 830, S.D. 2 which directs the Department of Human Resources Development to convene a working group of stakeholders to update and create policies and procedures relating to telework and alternative work schedules and submit a report to the 2022 Legislature. We appreciate the amendments from the Senate Committee on Ways and Means that are contained in the current S.D. 2. **However, we stress that since telework and alternative schedules significantly impact an employee's condition of employment, the terms must be negotiated and mutually agreed upon.**

Telework and alternative work schedules are innovative solutions that ensure workplace flexibility and we fully recognize the many benefits they can have on employees, the employer, and the public, including a better work-life balance, increased productivity, and possible cost-savings from reduced energy and office space use. Workplace flexibility can also be utilized as a tool to help the employer recruit and retain the best and brightest employees, where government salary and benefits alone may not compete with what's offered in the private sector.

Although we understand the intent of the measure is to bring stakeholders together, we must insist that any changes to an included bargaining unit employee's wages, hours, and terms and conditions of work are constitutionally protected and must be negotiated and mutually agreed upon prior to implementation. Therefore, regardless of the working group's recommendations to the Legislature or legislative directives to update the 2010 telework program guidelines and establish policies and procedures, the Employer and the Exclusive Representative must mutually agree upon the provisions of any telework or alternative work week agreement. **While rooted with good intent, the creation of a "telework and alternative work schedules policy working group" may hinder, delay, or confuse the negotiations process that is exclusively reserved for the Employer and the Union.**

Additionally, Section 2(d) of S.B. 830, S.D. 2 includes language for reimbursable expenses including travel, consulting fees, and administrative expenses, therefore we

Committee on Labor and Tourism  
Page 2  
March 16, 2021

respectfully note the need for an appropriation to be included in this measure. However, for consistency in our position, we are compelled to remind the Committee that both the short-term and long-term economic projections show that our state budget is in a severe crisis and while many steps have already been taken to mitigate the impact of the COVID-19 worldwide pandemic, there remains a delicate and precarious balance of our state finances.

Thank you for the opportunity to testify on S.B. 830, S.D. 2.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Perreira". The signature is fluid and cursive, with a large initial "R" and a long, sweeping tail.

Randy Perreira  
Executive Director



Hawaii  
**Children's Action Network Speaks!**  
Building a unified voice for Hawaii's children

*Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.*

To: Representative Onishi, Chair  
Representative Sayama, Vice Chair  
House Committee on Labor & Tourism

Re: **SB 830 SD2 Relating to Employment**  
9:00AM, March 16, 2021

Chair Onishi, Vice Chair Sayama, and committee members,

On behalf of HCAN Speaks!, thank you for the opportunity to testify in **support of Senate Bill 830 SD2.**

Requiring the Department of Human Resources Development to convene a working group of stakeholders to update and create policies and procedures relating to telework and alternative work schedules to address the caregiving responsibilities and other needs of state employees is a step in the right direction. Last March, many state departments quickly pivoted to allow employees to telework. As child care and schools closed, employees (both state and private) grappled with how they could make caregiving and working work. We know now that women took on additional duties, increasing their caregiving responsibilities and taking on remote learning.<sup>1</sup> At the state level, working parents and their fellow employees adapted to telework and kept critical state government services functioning. While not every state employee is eligible for telework, instead of reverting back to previous state workplace policies, the state should expand their telework options.

According to the Hawaii State Department of Commerce and Consumer Affairs, telework has many benefits<sup>2</sup>, including:

- Lessen traffic congestion and reduce greenhouse gas emissions;
- Provide job flexibility to improve the quality of work-life of employees and to recruit and retain workers, including experienced, post-retirement age workers, who require or desire flexible work conditions;
- Decrease commute time, expense, and stress to improve quality of work-life for employees;
- Increase job opportunities through workplace flexibility for specific populations that might not be able to work otherwise, such as persons with disabilities, new mothers, and persons responsible for dependent care; and
- Reduce office and energy costs.

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<sup>1</sup> New York Times, May 2020, Nearly Half of Men Say They Do Most of the Home Schooling. 3 Percent of Women Agree,

<https://www.nytimes.com/2020/05/06/upshot/pandemic-chores-homeschooling-gender.html>

<sup>2</sup> <https://cca.hawaii.gov/broadband/telework-resources/>



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Building a unified voice for Hawaii's children

Flexibility in hours and telecommuting can increase workplace equity. Women have left the workforce in droves since March. Many women have had to leave jobs due to the lack of flexibility and incompatibility with caregiving. A report of over 40,000 employees found 1 in 4 women considering reducing work hours or leaving their job due to caregiving demands because of school and child care closures.<sup>3</sup> The gender imbalance of caregiving responsibilities should not cost women their careers. The “motherhood penalty” has existed for decades and is based on the perpetuated belief that employees cannot have dual roles, worker and caregiver.<sup>4</sup> Hawaii’s executive branch employees are majority women and some of the most impacted departments (Department of Human Services, Department of Health and Department of Labor and Industrial Relations) have the highest percentage of female workers.<sup>5</sup> At a time when these departments continue to see a greater need for their services, losing the workforce to outdated workplace policies would be a misstep.

Investing in telework has been a trend for the country and other states for over a decade.<sup>6</sup> Both the federal government and a handful of states have prioritized telework for the benefits. The executive branch could be a leader in this area and show other local businesses what is possible through a commitment to telework.

To recover from the impact of the pandemic, we need to forge new ways for work. Supporting working moms to stay in the workforce benefits their families and the state. Leaving the workforce due to inability to both caregive and work will only slow the economic recovery, not to mention the detrimental effects on the family and child development. For these reasons, we ask that the committee report favorably on SB 830 SD2 and pass the bill.

Kathleen Algire  
Director of Early Learning and Health Policy

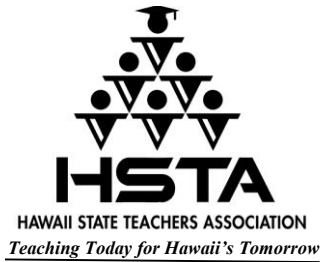
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<sup>3</sup> McKinsey and Co, Sept. 2020, *Women in the Workplace 2020*, <https://womenintheworkplace.com/>

<sup>4</sup> American Association of University Women, 2019, [https://ww3.aauw.org/aauw\\_check/files/2016/02/Simple-Truth-Update-2019\\_v2-002.pdf](https://ww3.aauw.org/aauw_check/files/2016/02/Simple-Truth-Update-2019_v2-002.pdf)

<sup>5</sup> Department of Human Resources and Development, Executive Branch Workforce Profiles, fiscal year ending June 30 2020, <https://dhrd.hawaii.gov/wp-content/uploads/2020/12/Executive-Branch-Workforce-Profile-Fiscal-Year-Ended-June-30-2020-1.pdf>

<sup>6</sup> National Conference of State Legislatures, <https://www.ncsl.org/research/labor-and-employment/covid-19-teleworking.aspx>



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Vice President  
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Wilbert Holck  
Executive Director

## TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR & TOURISM

RE: SB 830, SD2 - RELATING TO EMPLOYMENT

TUESDAY, MARCH 16, 2021

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Onishi and Members of the Committees:

The Hawaii State Teachers Association **supports SB 830, SD2**, relating to employment. The bill requires each department to establish a telework and alternative work schedule policy. Establishes a minimum percentage of eligible employees who are required to telework or use an alternative work schedule policy. Where feasible, requires departments to allow employees who act as a caregiver to telework or use an alternative work schedule.

**While the global coronavirus pandemic has proven to be devastating for the vast majority of those in our communities, it has also uncovered opportunities for improvement in terms of government efficiency.** For the Department of Education, some of our students are thriving in this distance learning environment without the distractions of bullying and other stressors. Likewise, many educators have taken well to connecting with students in new and innovative ways. A number of parents take their children out of the system for homeschooling because no viable options are available from the DOE to provide access to a qualified teacher through distance learning. Sometimes, parents take their children out of the system under the guise of homeschooling to avoid conflicts with other students and these students can quite easily fall through the cracks. Related to that, many parents are forced to find schools closer to the urban centers where they work via geographic exceptions. **Being able to work from home, employees as parents would be able to have their children go to schools in their own neighborhoods with classmates that they are already growing up with in the community.**

**Offering options for telework is just good policy and benefits not only employees, but also our state government as the employer, our communities, the environment, and more.** Employees benefit from being away from workplace disagreements and allows them to concentrate on doing a good job. During this pandemic, teachers and other school personnel have often been forced to show up to their worksite without any students in attendance which only

served to increase stress and frustration levels. Also, when employees might be suffering from things like minor cold symptoms, they are forced to take sick days even though they may be able to perform their job duties if they can do so in isolation. **When teleworking, colleagues are protected from becoming sick and the employee can maintain a level of productivity that is lost when they have to call in sick.**

**Providing increased teleworking options benefits the state and our communities in numerous ways. In a state that has notoriously bad traffic, every employee that is allowed to telework removes more vehicles from the road and mitigates the negative environmental effects associated with commuting to work. Likewise, fewer employees having to report to a worksite allows the government to reduce the need for office space and electrical consumption which allows for more efficient use of tax dollars.**

As elder and childcare costs continue to rise, allowing employees to simultaneously act as caregivers while working from home reduces employee needs to expend funds unnecessarily and reduces the pressures on communities to provide more and more of these services with diminishing quality. With more spaces made available for these services, others who still need them will have an easier time finding openings thus reducing their stress levels.

Families are already having a tough time making ends meet in our state with its high cost of living. Any chance to reduce burdens while increasing productivity should be acted upon. Increasing telework options is a prime opportunity to act in that capacity. It's time the state moves more of our employment practices into the 21st century despite one-fifth of this century already being behind us, therefore, the Hawaii State Teachers Association asks your committee to **support** this bill.



**SB-830-SD-2**

Submitted on: 3/15/2021 8:32:41 AM

Testimony for LAT on 3/16/2021 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Angelina Mercado	Hawaii State Coalition Against Domestic Violence	Support	No

Comments:

Hawaii State Coalition Against Domestic Violence supports SB830 SD2.

The COVID-19 pandemic highlighted the need to rethink how we work and include flexible work situations such as telework. We know that women disproportionately take on caregiving duties for children and other family members, at the expense of their careers and future earnings, further widening the gender pay gap. Survivors of domestic violence are especially vulnerable to financial instability and when telework is a safe option for them, it gives them a tool for economic stability.

Angelina Mercado,  
Executive Director

**SB-830-SD-2**

Submitted on: 3/12/2021 12:26:42 PM

Testimony for LAT on 3/16/2021 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melissa Martinez	Individual	Support	No

Comments:

**I write in support of SB830 with amendments (listed below), seeing as:**

- **Caregiving is essential, especially during the COVID-19 pandemic;**
- **Since the 1960s, women’s roles have expanded (paid worker role and family caregiver role) rather than shifted (paid worker role);**
- **The State of Hawaii’s Telework Program Guidelines dated June 2, 2010 state that “teleworkers may not undertake to provide primary care during work hours for a child or children, elderly, ill or disabled person or a person who requires significant care.” Currently, this is the State’s controlling telework policy. For example, DOH cautioned management on July 17, 2020 that “telework may not be used to replace arrangements for dependent care;”**
- **Telework is an optional program. Each department can make telework decisions without following a set standard;**
- **Telework is a lifeline for parents and women in particular, who are expected to offset disruptions to schools and daycare providers during the COVID-19 pandemic;**
- **At present, the availability of in-person learning varies depending on location, and students have not been universally phased back to classrooms in Hawaii (K-2nd grade have F2F priority);**
- **The States needs someone to watch and protect children amid reduced school and childcare supervision;**
- **Historically, being a worker and a parent has not been a problem until women began to enter the workforce. This is because care of children and home falls on women. Restrictive “traditional” workplace policies are based on the outdated ideas that unemployed wives or older women will look after the home and children;**
- **Men suffer more negative consequences and social stigma than women for gender role violations (e.g., asking a boss for telework to watch children), which discourages men from caregiving and forces the burden on women;**
- **Women were more likely to interrupt career to care for family members prior to the pandemic ([Pew Research Center](#), 2015);**
- **Telework could correct a worsening gender pay gap. The explicit prohibition on telework for caregiving is an example of overt sexism in the workplace. Women are forced to expend all of their sick and vacation days,**

then take leave without pay (LWOP) for caregiving. This negatively impacts women's economic security and career mobility because affects employment, years of services, and ultimately retirement pension;

- Over 50% of executive branch employees are women
  
- According to Department of Human Resources and Development, [Executive Branch Workforce Profiles](#), fiscal year ending June 30 2020:
  - Some of the most impacted departments have the highest percentage of female workers:
    - DHS 71%
    - DOH 66%
    - DLIR 67%
  
- 63% of children had [all available parents](#) in the workforce (Estimate includes children in two-parent families where both parents are in the workforce, and children in single-parent families where the single parent is in the workforce);
- 1 in 4 women considered reducing working hours or [leaving the workforce](#) during the COVID-19 pandemic;
- Flexibility in hours and telecommuting can strengthen workplace equity, retain workers, and keep children safe;
- Federal emergency family leave was largely symbolic, temporary, and not accessible to many workers facing the childcare crisis;
- Telework is not an anodyne to the caregiving crisis but a stint to enable women's participation in the paid workforce.

**Suggested amendments:**

**SECTION 3.** Each state department and agency shall cooperate with the legislative reference bureau in providing the information and data necessary to conduct the study.

**SECTION 4.** The legislative reference bureau shall submit a report of its findings and recommendations, including any proposed legislation, to the

**legislature no later than twenty days prior to the convening of the regular session of 2022.**

**SECTION 5. Upon declaration of a public health emergency by the Governor, all state departments shall adopt emergency telework policies as set forth by the interim guidance issued in March 2020 by the Department of Human Resources Development, which permits teleworking while caregiving for state department employees, until the Governor declares the public health emergency no longer exists.**

**SECTION 6. This Act shall take effect upon its approval.**

**SB-830-SD-2**

Submitted on: 3/14/2021 8:02:20 PM

Testimony for LAT on 3/16/2021 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Thaddeus Pham	Individual	Support	No

Comments:

Aloha LAT Committee Members,

Please support and pass SB830 SD2. As a public health professional and a state worker, I witnessed firsthand the effectiveness of telework options during the COVID-19 pandemic. I also sadly know of other state workers who were forced to take emergency leave because they could not afford or obtain childcare or eldercare. Furthermore, the loss of productivity and concomitant economic downturn from caregivers leaving the workforce is entirely preventable by allowing for these effective alternative work options.

Please ensure that our caregivers, keiki, and communities have the opportunity to thrive by ensuring this option for local families!

Thank you,

Thaddeus Pham (he/him)

**SB-830-SD-2**

Submitted on: 3/14/2021 11:31:33 PM

Testimony for LAT on 3/16/2021 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Allison Mikuni	Individual	Support	No

Comments:

I support SB830 and recommend in favor of its passage. This legislation is necessary to help State government catch up with telework policies adopted by Hawaii's private employers and also by government employers of other states across the nation. Our State government's employment policies are not competitive and have caused the loss of many talented employees who have chosen to take their skills elsewhere to workplaces allowing telework options and flexible scheduling. Passage of this measure will create a more favorable work environment.

Other benefits to the State include: Reduced traffic in congestion-prone areas; Reduced square footage for space needs in State offices when staff who telework a few days weekly use shared workstations; Improved employee relationships since staff get a break from each other during the time apart and those in the office have more space instead of the normally crowded working conditions.

**SB-830-SD-2**

Submitted on: 3/15/2021 12:09:40 AM

Testimony for LAT on 3/16/2021 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Julia Fujiki	Individual	Support	No

Comments:

Please support and pass SB830 SD2. It is very important that a state workforce that largely consists of caregivers (parents, grandparents, caregivers for dependent adults etc) should be represented by its legislature. Allowing telework as an option is a huge step toward lessening the unmanageable burden placed on many caregivers due to the inflexible, unnecessary and outdated state restrictions. There are countless hours of leave taken by caregivers every year due to lack of child/elder care for days of work that could easily be done remotely. These unnecessary absences are decreasing the states effectiveness and productivity and needlessly incurring costs to taxpayers. This problem existed before the pandemic began and will remain after the pandemic ends. The pandemic has proven that the state has the means and the infrastructure to allow for telework. Telework could potentially reduce costs, increase productivity and also help with recruitment and retention of qualified and competitive staff.

Please ensure that our caregivers, keiki, and communities have the opportunity to thrive by ensuring this option for local families!

Thank you

**SB-830-SD-2**

Submitted on: 3/15/2021 8:54:02 AM

Testimony for LAT on 3/16/2021 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Tami Whitney	Individual	Support	No

Comments:

Chair Onishi, Vice Chair Sayama, and members of the committee,

Please support and pass SB830 SD2. It is very important that a state workforce that largely consists of caregivers (parents, grandparents, caregivers for dependent adults, etc). Allowing telework as an option is a huge step toward lessening the unmanageable burden placed on many caregivers due to the inflexible, unnecessary, and outdated state restrictions. There are countless hours of leave taken by state employees/caregivers every year due to lack of child/elder care for days of work that could easily be done remotely. These unnecessary absences are decreasing the state's effectiveness and productivity and needlessly incurring costs to taxpayers. This problem existed before the pandemic began and will remain after the pandemic ends. The pandemic has proven that the state has the means and the infrastructure to allow for telework. Telework could potentially reduce costs, increase productivity and also help with recruitment and retention of qualified and competitive staff.

Thank you,

Tami Whitney



**SB-830-SD-2**

Submitted on: 3/15/2021 10:16:33 AM

Testimony for LAT on 3/16/2021 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Kristen T	Individual	Support	No

Comments:

Aloha LAT Committee Members,

Please support and pass SB830 SD2. As a public health professional and a state worker, I witnessed firsthand the effectiveness of telework options during the COVID-19 pandemic. I also sadly know of other state workers who were forced to take emergency leave because they could not afford or obtain childcare or eldercare. Furthermore, the loss of productivity and concomitant economic downturn from caregivers leaving the workforce is entirely preventable by allowing for these effective alternative work options.

Please ensure that our caregivers, keiki, and communities have the opportunity to thrive by ensuring this option for local families!

Thank you,

Kristen