

STAND. COM. REP. NO.

21

Honolulu, Hawaii

FEB 05 , 2021

RE: H.B. No. 567
H.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirty-First State Legislature
Regular Session of 2021
State of Hawaii

Sir:

Your Committee on Labor & Tourism, to which was referred H.B. No. 567 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Require each department to establish a telework and alternative work schedule policy;
- (2) Establish a minimum percentage of eligible employees participating in telework or using an alternative work schedule by July 1, 2025; and
- (3) Where feasible, require departments to allow employees who act as a caregiver to telework or use an alternative work schedule.

Your Committee received testimony in support of this measure from the Department of Health, Hawaii State Commission on the Status of Women, Hawaii State Teachers Association, Hawaii Children's Action Network Speaks!, AAUW of Hawaii, Planned Parenthood Votes Northwest and Hawaii, and eight individuals. Your Committee received comments on this measure from the Department of Education; Department of Commerce and Consumer

2021-1201 HB567 HD1 HSCR HMSO



Affairs; Department of Transportation; Department of Human Resources Development; Department of Public Safety; Hawaii State Public Library System; and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO.

Your Committee finds that the ongoing coronavirus pandemic has had a disproportionate impact on women and their ability to support themselves and their families. Existing telework policies are outdated and have not been able to adequately respond to increased child care and educational demands. Your Committee also finds that developing a comprehensive policy for telework and alternative work schedules for state employees, where feasible, may be essential to retaining qualified employees. However, prior to imposing these requirements on individual departments, it would be prudent to conduct a study of best practices for teleworking and request recommendations for their application.

Accordingly, your Committee has amended this measure by:

- (1) Removing the requirement for departments to establish a telework and alternative work schedule policy;
- (2) Requiring the Legislative Reference Bureau to conduct a study on telework and the use of alternative work schedules for state employees, and report back to the Legislature at least twenty days prior to the Regular Session of 2022;
- (3) Requiring each state department and agency to cooperate with the Legislative Reference Bureau in providing information and data necessary to conduct the study; and
- (4) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Tourism that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 567, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 567, H.D. 1, and be referred to your Committee on Judiciary & Hawaiian Affairs.



Respectfully submitted on
behalf of the members of the
Committee on Labor & Tourism,



RICHARD H.K. ONISHI, Chair



