

# 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  
**SENATE COMMITTEE ON GOVERNMENT OPERATIONS**  
**AND**  
**SENATE COMMITTEE ON LABOR, CULTURE, AND THE ARTS**  
Wednesday, February 17, 2021  
3:40 PM  
Via Videoconference  
in consideration of  
**SB 830**  
**RELATING TO EMPLOYMENT.**

Chairs Moriwaki and Taniguchi, Vice Chairs Dela Cruz and Ihara, and Members of the Senate Committees on Government Operations and Labor, Culture, and the Arts.

The Office of Planning (OP) **supports** the intent of SB 830 that would require each department to establish a telework and alternative work schedule policy, establish a minimum percentage of eligible employees required to telework or on an alternative work schedule, and where feasible, allow employees who act as caregivers to telework or use an alternative work schedule.

Please be informed that OP is undertaking a project entitled **Work Where You Live**, in coordination with the State Department of Human Resources Development (DHRD), Office of Enterprise Technology Services (ETS), as well as jointly with the City and County of Honolulu's Departments of Transportation Services (DTS), Human Resources, and Information Technology. The purpose of the project is to survey State and City workers on Oahu on their recent 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 in Hawaii. Funding has been provided from the City DTS with approval of the Oahu Metropolitan Planning Organization. The project will get underway this month and should be completed by Fall of this year.

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, as well as assist efforts to reduce commute times, vehicle miles traveled, traffic congestion, and office space needs, while improving quality of life. There are also potential long-term benefits in reducing transportation infrastructure costs and greenhouse gas emissions.

Thank you for this opportunity to testify.

**SB-830**

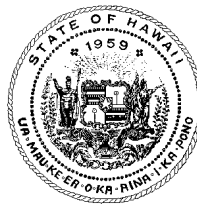
Submitted on: 2/14/2021 4:37:43 AM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Rodney Funakoshi	Testifying for OP	Support	No

Comments:

I will be available for questions. Thanks.



STATE OF HAWAII  
**DEPARTMENT OF PUBLIC SAFETY**  
919 Ala Moana Boulevard, 4th Floor  
Honolulu, Hawaii 96814

**MAX N. OTANI**  
DIRECTOR

**Maria C. Cook**  
Deputy Director  
Administration

**Tommy Johnson**  
Deputy Director  
Corrections

**Jordan Lowe**  
Deputy Director  
Law Enforcement

No. \_\_\_\_\_

**TESTIMONY ON SENATE BILL 830  
RELATING TO EMPLOYMENT.**

by  
Max N. Otani, Director  
Department of Public Safety

Senate Committee on Government Operations  
Senator Sharon Y. Moriwaki, Chair  
Senator Donovan M. Dela Cruz, Vice Chair

Senate Committee on Labor, Culture, and the Arts  
Senator Brian T. Taniguchi, Chair  
Senator Les Ihara, Jr., Vice Chair

Wednesday, February 17, 2021; 3:40 p.m.  
State Capitol, Conference Room 225 and Videoconference

Chairs Moriwaki and Taniguchi, Vice Chairs Dela Cruz and Ihara, and Members of the Committees:

The Department of Public Safety (PSD) offers comments on Senate Bill (SB) 830 and respectfully requests that consideration be given to amending the measure to reflect similar language in the amended companion House Bill (HB) 567, House Draft (HD) 1, (House Standing Committee Report 21), which requires the Legislative Reference Bureau to conduct a study on telework and the use of alternative work schedules for state employees and report to the 2022 Legislature, in lieu of having individual departments establish telework and alternative work schedule policies. Although deferred by the House Committee on Judiciary and Hawaiian Affairs following its February 10, 2021 hearing, HB 567, HD 1 addresses the concern that departments would independently develop disparate programs, as proposed in SB 830, which would detract from

development of a comprehensive statewide program that may not satisfactorily address DHRD and collective bargaining issues.

The Department also notes that if the Committees opt to retain SB 830's original purpose, that they consider amending the measure to include the language from the Families First Coronavirus Response Act (FFCRA) to exempt government employees, who are health care providers and emergency responders to include:

“(g) This section is not applicable to departments with employees who are health care providers or emergency responders including support staff whose work is necessary to maintain operations.

(1) Health care provider is anyone employed at a hospital, health care center, clinic, post-secondary educational institution offering health care instruction, medical school, local health department or agency, nursing facility, retirement facility, nursing home, home health care provider, any facility that performs laboratory or medical testing, pharmacy, or any similar institution, facility, location, or site where medical services are provided that are similar to institutions.

(2) Emergency responder is anyone necessary for the provision of transport, care, healthcare, comfort and nutrition of patients, or others included but not limited to military or national guard, law enforcement officers, correctional institution personnel, fire fighters, emergency medical services personnel, physicians, nurses, public health personnel, emergency medical technicians, paramedics, emergency management personnel, 911 operators, child welfare workers and service providers, public works, personnel and persons with skills or training in operating specialize equipment or other skills needed to provide emergency services, as well as support staff who work for the agency employing these individuals and whose work is necessary to maintain operations.

This amendment will ensure the efficiency of operations and safeguard the missions of various departments.

Thank you for the opportunity to present this testimony.

**SB-830**

Submitted on: 2/12/2021 5:40:56 PM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Aaron Setogawa	Testifying for Office of Planning	Comments	No

Comments:

I am available for questions.

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  
SENATE COMMITTEE ON GOVERNMENT OPERATIONS AND  
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS

For Hearing on Wednesday, February 17, 2021 at 3:40 p.m.  
Conference Room 225 and via video teleconference

By

RYKER WADA  
DIRECTOR

**Senate Bill 830 – Relating to Employment**

CHAIRPERSONS MORIWAKI AND TANIGUCHI, VICE CHAIRS DELA CRUZ AND IHARA AND MEMBERS OF THE COMMITTEES:

The Department of Human Resources Development (DHRD) appreciates the intent of SB830, which, among other things, requires each department to establish a telework and alternative work schedule policy and establishes a minimum percentage of eligible employees who are required to telework or use an alternative work schedule policy. We provide these **comments** below for the committees' consideration.

Without a doubt, 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 the while protecting members of our workforce. We believe that telework is here to stay.

However, we're concerned that issues pertaining to employees' wages and work conditions have historically been subject to collective bargaining between the employer and exclusive employee representative. While we appreciate what this bill seeks to do, we believe the proper venue to further explore telework or alternative work schedules is via direct negotiation with the public sector unions.

Along those lines, DHRD currently has two Memoranda of Understanding (MOU) with the Hawaii Government Employees Association (HGEA) on these topics. Our telework agreement, negotiated in 2010, provides a viable alternate work option that has allowed departments to meet its obligations while improving employee productivity and morale. Our alternative work week program affords employees the flexibility to work a non-standard work schedule. For example, rather than working 5 days a week for 8 hours a day, some employees work a “4-10” schedule, where they work 4 days a week for 10 hours a day. In both instances, the supervisor must sign off on each such arrangement on a case-by-case basis.

While it is true that the 2010 MOU does not permit caregiving as a valid reason to telework, DHRD issued interim guidelines to reverse this policy as schools and day care centers began closing in the spring of 2020. To date, 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. We believe departments must continue to be given the latitude to grant telework for its employees based on operational need.

There are other problematic issues with this bill as currently drafted. Mandating that a specific percentage of employees be offered the opportunity to telework in a one-size-fits-all manner will very likely hamstring a department from meeting its core responsibilities. In addition, having each department establish its own telework policy will likely lead to inconsistencies across the executive branch to the detriment of our workforce.

In closing, 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.

We have learned a lot over the past year and look forward to engaging HGEA on this important issue through the collective bargaining process once the study is completed, which is targeted for completion in the Fall.

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





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

**Date:** 02/17/2021  
**Time:** 03:40 PM  
**Location:** 225 & Videoconference  
**Committee:** Senate Government  
Operations  
Senate Labor, Culture and the Arts

**Department:** Education

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

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

**Purpose of 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.

**Department's Position:**

The Hawaii State Department of Education (Department) supports the intent of SB 830 to establish telework and alternative work schedule policies.

In Spring of 2020, as it became apparent that the global pandemic would keep schools and offices closed for an extended period of time, the Department implemented interim telework guidelines which were further refined into a telework program over the summer. In October of 2020, the Board of Education held a special meeting to review the Department's telework program and guidance to ensure their alignment with the Board's resolution to reopen schools.

The Department has crafted 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 community and to provide the appropriate supports for students.

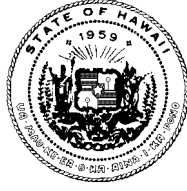
The Department acknowledges that our current policies indicate "Teleworkers shall not

undertake to provide primary care during scheduled work hours for a child (or children), elderly, ill, or disabled person, or a person who requires significant care.”

We remain open to exploring the use of telework in conjunction with alternative work schedules to accommodate these needs.

Thank you for the opportunity to testify on SB 830.

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).



‘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  
February 17, 2021

Aloha Chair Moriwaki and Taniguchi, Vice Chair Dela Cruz and Ihara, and Honorable Members,

The Hawai‘i State Commission on the Status of Women (CSW) writes in support of SB830, which would require departments to allow employees who act as a caregiver to telework or use an alternative work schedule where feasible. This measure, if passed, would also require each department to establish a telework and alternative work schedule policy, and establish a minimum percentage of eligible employees who are required to telework or use an alternative work schedule policy.

SB830 is the only telework-related bill introduced this Session that considers the punishing impact of the COVID-19 pandemic on women in the workplace, and corrects for gender equity.

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.”

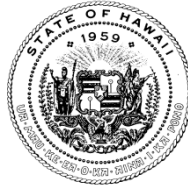
While union negotiations are underway and we respect negotiability on this issue, there is no guarantee that an amendment to the problematic 2010 telework policy will be given priority. The crisis of gender inequality is too serious to risk leaving unresolved.

Working mothers from DOH, DBEDT, and the Judiciary have contacted CSW in crisis seeking help to secure telework. For example, employees in one division of DOH who could do their work remotely were verbally informed that requests for telework for employees without childcare due to the pandemic would be automatically denied and employees should not even bother to apply. This is consistent with workers across other Departments who had no childcare options and communicated to CSW that they were discouraged from applying for telework. This has forced children into unsafe situations, and in some cases, women to “voluntarily” quit.

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

Sincerely,

Khara Jabola-Carolus



**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

February 17, 2021  
3:40 p.m.  
State Capitol, Teleconference

**S.B. 830**  
**RELATING TO EMPLOYMENT**

Senate Committee(s) on Government Operations & Labor, Culture and the Arts

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 on the problematic issues with this bill as currently drafted.

Thank you for the opportunity to provide testimony.



## of Hawaii

To: Hawaii State Senate Committee on Government Operations, Committee on Labor, Culture, and the Arts

Hearing Date/Time: Tuesday February 17, 3:40PM

Place: Hawaii State Capitol, Room 225

Re: Testimony in STRONG SUPPORT of S.B. 830

Dear Chair Moriwaki, Chair Taniguchi, Vice-Chair Dela Cruz, Vice Chair Ihara, and Members of the Committees,

Members of AAUW of Hawaii are grateful for this opportunity to testify in strong support of S.B. 830, which would require each State of Hawaii department to establish a telework and alternative work schedule policy.

According to Gartner Inc's research, 82% of business leaders plan to allow employees to work remotely some of the time<sup>1</sup>, and 48% of the employees will work remotely at least some of the time in the post-pandemic world.<sup>2</sup> This means businesses and organizations must set clear policies based on best practices to manage a hybrid workforce in long run.

While managing a hybrid workforce, some working at business locations and some working remotely, can be challenging, providing employees with telework and alternative work schedule options benefit both employees and employers.

In addition to increase in employees' job satisfaction which would help with retaining talent, a typical employer can save an average of \$11,000 per half-time telecommuter per year as the result of increased productivity, lower real estate costs, reduced absenteeism, and better disaster preparedness.<sup>3</sup> Once the

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<sup>1</sup> <https://www.gartner.com/en/newsroom/press-releases/2020-07-14-gartner-survey-reveals-82-percent-of-company-leaders-plan-to-allow-employees-to-work-remotely-some-of-the-time>

<sup>2</sup> <https://www.gartner.com/en/human-resources/trends/remote-work-revolution>

<sup>3</sup> <https://globalworkplaceanalytics.com/telecommuting-statistics>

employers are no longer bound by location, they can also hire the best talent without regard to geography.

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 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>4</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.

Please pass this important measure, especially for the working parents. Mahalo.



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

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<sup>4</sup> <https://www.shrm.org/resourcesandtools/pages/remote-work.aspx>



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: Senator Moriwaki, Chair  
Senator Dela Cruz, Vice Chair  
Senate Committee on Government Operations

Senator Taniguchi, Chair  
Senator Ihara, Vice Chair  
Senate Committee on Labor, Culture and the Arts

Re: **SB 830 Relating to Employment**  
Hawai'i State Capitol, Room 312  
3:40 PM, February 17, 2021

Chair Moriwaki, Chair Taniguchi, Vice Chair Dela Cruz, Vice Chair Ihara, and committee members,

On behalf of HCAN Speaks!, thank you for the opportunity to testify in **support of Senate Bill 830**, a bill to encourage Hawaii state departments to adopt telework policies.

Requiring each department to adopt a telework policy and adopting a statewide goal to move a greater share of employees to telework will provide immediate and long-term benefits to the state. Telework can reduce costs for the state and help retain employees. Additionally, due to the impact of the pandemic on working women, telework can also help reduce workplace inequities and keep working mothers on the job.

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;

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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/>





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

- 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.

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 committees report favorably on SB 830 and pass the bill out of their respectful committee.

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>

**SB-830**

Submitted on: 2/15/2021 12:01:45 PM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Laurie Field	Testifying for Planned Parenthood Votes Northwest and Hawaii	Support	No

Comments:

Planned Parenthood Votes Northwest and Hawaii supports SB 830.



**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  
The Senate  
Committee on Government Operations  
Committee on Labor, Culture and the Arts

Testimony by  
Hawaii Government Employees Association

February 17, 2021

**S.B. 830 – 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 conceptually supports the intent of S.B. 830 which requires each department to establish a telework and alternative work schedule policy. 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.

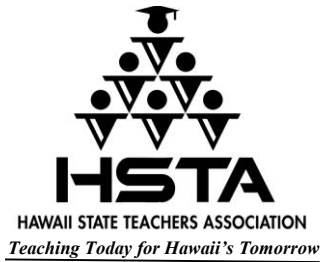
Telework and alternative work schedules are innovative solutions that ensure workplace flexibility and we fully recognize the many benefits they can have on employees, the employer, and the public, including a better work-life balance, increased productivity, and possible cost-savings from reduced energy 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.

Passage of this measure will statutorily enshrine the Legislature's support of telework policies, however we must insist that any changes to an included employee's wages, hours, and terms and conditions of work are constitutionally protected and must be negotiated and mutually agreed upon prior to implementation. Specifically, since employee participation in any alternative work schedule shall be voluntary, we respectfully request that the language on page 5, line 7 that mandates each department have no less than 30% of eligible positions participating by July 1, 2025 be deleted. Lastly, during the COVID-19 worldwide pandemic, there was little guidance provided on how to transition the workforce to telework which caused chaos and confusion for our members. Therefore, we find it appropriate for the employer to uniformly identify and justify broad categories of positions determined to be ineligible for telework or alternative work schedules.

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

Respectfully submitted,

Randy Perreira  
Executive Director



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819  
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee  
President

Osa Tui Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEE ON GOVERNMENT  
OPERATIONS and THE COMMITTEE ON LABOR, CULTURE & THE ARTS

RE: SB 830 - RELATING TO EMPLOYMENT

WEDNESDAY, FEBRUARY 17, 2021

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Moriwaki, Chair Taniguchi, and Members of the Committees:

The Hawaii State Teachers Association **supports SB 830**, 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**

Submitted on: 2/12/2021 11:13:05 AM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Mike Goljuch, Sr.	Individual	Support	No

Comments:

Please pass SB830.

**SB-830**

Submitted on: 2/12/2021 4:50:13 PM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ann S Freed	Individual	Support	No

Comments:

Aloha Chair Moriwaki, Chair Taniguchi, Vice Chairs and members.

Strong support for this measure. The pandemic has demonstrated the need for telework. Women are especially effected as they represent a large portion of low wage earners with families at home.

In addition women are still making 80 percent of what men make for the same job. Telework would benefit financially as well as improve the quality of life for their families.

Mahalo,

Ann S. Freed

Co-Chair Emeritus, Hawaii Women's Coalition

**SB-830**

Submitted on: 2/12/2021 5:44:58 PM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Rachel Solemsaas	Individual	Support	No

Comments:

I support the passage of this bill. COVID 19 have proven that employee productivity can or are achieved with flexibility so that they can also malama their responsibilities with their 'ohana and communities. Teleworking and alternative work schedules is a step towards this in digital economy.



**SB-830**

Submitted on: 2/13/2021 10:12:53 AM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Caroline Kunitake	Individual	Support	No

Comments:

Aloha Chair Moriwaki, Vice Chair Dela Cruz, Committee on Government Operations, Chair Taniguchi, Vice Chair Ihara and Committee on Labor, Culture and the Arts,

Please support SB830.

My first job after graduate school was as a contractor for a software company in 2003. Although the job did not have any benefits, I was able to telecommute and gain practical work experience. I lived in Seattle, WA and the company was based in Tuscon, AZ.

It is now year 2021 and the State of Hawaii still is struggling to provide telecommuting options to its employees in Hawaii during a global pandemic.

Women have disproportionately suffered pandemic-related job losses: since February 2020, women have lost nearly 5.8 million net jobs, accounting for 53.9% of overall net job loss since the start of the crisis (National Women’s Law Center calculations based on Bureau of Labor Statics historical data).

American workers ranked flexibility including time and location of work, leave, and working remotely as second in importance only to health benefits. Research suggests that flexible working hours improve work-life balance and, in turn, reduce stress. And for parents, it can help them better balance the demands of both work and raising children. (Harvard Business Review).

Thank you for your time and attention to this matter. I appreciate the opportunity to provide testimony in support of SB830.

Mahalo,

Caroline Kunitake

Hearing Date: Thursday, February 17, 2021, 3:40 pm, Rm. 225

To: Senate Committee on Government Operations  
Senator Sharon Y. Moriwaki, Chair  
Senator Donovan M. Dela Cruz, Vice Chair  
Senate Committee on Labor, Culture and the Arts  
Senator Brian T. Taniguchi, Chair  
Senator Les Ihara, Jr., Vice Chair

From: Jean Evans, MPH (Individual) [jevans9999@yahoo.com](mailto:jevans9999@yahoo.com), 808-728-1152  
99-1669 Hoapono Pl., Aiea, Hi 96701

**RE: TESTIMONY IN SUPPORT OF SB 830, RELATING TO EMPLOYMENT**

My name is Jean Evans. I retired after 40 years holding executive positions in several Hawaii non-profit agencies and received both my baccalaureate and graduate degrees from the University of Hawaii at Manoa.

**I am in strong support of SB 830, Relating to Employment**

One result of the current pandemic has been the change in working situations. Nearly 50% of workers are now, or have been, working remotely - most often from home. Women have lost jobs at higher rates than men during the past year. However, many of them could continue working if allowed to "telework" or have alternative work schedules. In my experience as an employer, I saw first-hand how challenging it can be for employees to get into the office in Honolulu on time every day from homes on the North Shore and meet family demands.

Telecommuting, is not a new phenomenon, and the practice has continued to be more common over the years. Younger workers, especially, rank work flexibility including time and location of work, leave, and working remotely as being very important to them. Research shows that flexibility actually improves work-life balance, and increases productivity and retention.

There are benefits of teleworking for both employers and employees. According to Global Workplace Analytics (GWA), employers can save on average, \$11,000 per year per an employee who is working half-time remotely. These savings come from increased productivity, lower real estate costs and lower absenteeism and turnover. They also can attract more highly qualified workers who may not live in close proximity to the brick-and-mortar office.

GWA also lists many benefits for employees including savings of between \$2,500 and \$4,000 annually on reduced travel, parking and food in spite of some additional home food and energy costs. Savings on commuting includes extra time not spend on the

road which can be especially significant on Oahu where many workers spend an hour or more commuting each way to and from work. In addition, during this COVID crisis teleworking allows a worker to remain employed while childcare programs and schools are closed.

There are also many health and environmental benefits to working remotely including a reduced carbon footprint, cleaner air, less stress and reduced exposure to germs and viruses.

It is time for Hawaii to establish a telework and alternative work schedule policy for State employees. I see this measure as a win for both the State of Hawaii as an employer and for the thousands of state employees.

Mahalo for allowing me to submit my testimony today.

*Jean Evans*

**SB-830**

Submitted on: 2/14/2021 8:54:21 PM

Testimony for GVO on 2/17/2021 3:40:00 PM

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

Comments:

Aloha Committee Members,

Please support and pass SB830. 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**

Submitted on: 2/15/2021 9:11:58 PM

Testimony for GVO on 2/17/2021 3:40:00 PM

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

Comments:

"Aloha Committee Members,

Please support and pass SB830. 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!"

**SB-830**

Submitted on: 2/15/2021 11:29:31 PM

Testimony for GVO on 2/17/2021 3:40:00 PM

<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**

Submitted on: 2/16/2021 6:41:45 AM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Joey Dewater	Individual	Support	No

Comments:

Thank you for reviewing this bill. This is a challenge that impacts far more women than men. There are a number of other categories of folks including single fathers, those who care for relatives or have high risk health conditions which I acknowledge are also impacted, but my testimony will focus primarily on working mothers as that is my experience and also the largest group impacted by this bill.

I am a former DOH working mother, who was forced on leave due to the pandemic as there was no school or childcare for my kids. When I was authorized for emergency telework and worked from home, I worked as effectively or more so than many of my colleagues, who struggled with the change. However, I needed support from my department to be allowed to continue. Ultimately they stated “lack of childcare is not an excuse not to come into work even during a pandemic.” I was forced on leave from DOH, and after 1 month I ultimately left the department for another position which allows full time telework. I was not alone. The departments have already lost some of their most talented workers due to this policy, causing a much less effective government, which is actually something we need desperately during a pandemic. It also puts many families in more vulnerable financial positions than they were in pre-pandemic.

This bill and the various departments of state and county employment should recognize the immense value in supporting women participating in the workforce. The intensive work ethic, ability to manage and multi-task, sense of care and responsibility, and creative problem solving are just a few of the skills motherhood develops in women which we bring to our jobs at no extra charge. It also needs to be clear in this bill that alternative work schedules AND work from home may be necessary to facilitate women and families working from home in order to allow for childcare breaks. Basically we take a long break, run them, feed them, and give them an engaging activity so we can get back to work. In my current role, where I’ve been working from home and caring for my children for more than 6 months, I often start work very early, take breaks midmorning for breakfast and school support, work again for several hours, take an afternoon break to run them at the park or swimming, and work again for another hour or two at dinner time or shortly after. I am easily able to finish projects and care for my children in this schedule, and am producing very high-quality work.

We as women, parents, care givers, and folks who prefer to work from home, can easily and effectively work from home and should be allowed and supported to do so. I believe the departments, governments, and other employers will actually run MORE efficiently with policy. Our keiki will be supervised and well cared for, and we will have access to that most valuable resource the working mother.



**SB-830**

Submitted on: 2/16/2021 9:51:53 AM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Patricia Bilyk	Individual	Support	No

Comments:

I support SB830 Relating to Employment and Telework

our State must do all it can to support female workers in the workplace to do their job at home and be able to provide caretaking duties of young or old family members. This support of the female employee, many times the main breadwinner in the family, will lead to many benefits such as company loyalty and employee retention.

I urge the Committee to pass this bill affirmatively out of Committee.

Thank you

Patricia Bilyk RN, MPH, MSN

**SB-830**

Submitted on: 2/16/2021 11:53:54 AM

Testimony for GVO on 2/17/2021 3:40:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Janet Morse	Individual	Support	No

Comments:

Bill Number - SB 830

Joint Committee Hearing:

Senate Committee on Government Operations

Chair: Senator Sharon Y. Moriwaki, Vice Chair Senator Donovan M Dela Cruz

Senate Committee on Labor, Culture and the Arts

Chair: Senator Brian T. Taniguchi, Vice Chair: Senator Les Ihara

Hearing Date, Time, Room : Tuesday, February 16, 2021, 3:40pm, Room 225

Testimony in support of SB 830 Relating to Employment (Telework, Telecommuting, Alternative Work Schedule, Work From Home)

Dear Senators:

I am writing in support of SB 830. My testimony is inspired by the experience of my daughter who has been able to telework from home since March. She was one of the first employees in her company to be allowed to work from home because she is diabetic and at high risk if she is exposed to COVID 19.

Fortunately she holds a job that is compatible with at least partial telework (as is 50% of the US workforce).

I am grateful that she is not one of the women who have suffered pandemic-related job losses.

Women have disproportionately been affected by the pandemic losing nearly 5.8 million net jobs since February 2020, accounting for 53.9% of overall net job loss since the start of the crisis.

Telecommuting has been a good experience for her and for her company. She is saving time and money because she doesn't commute. She has been able to plant a garden and provide fresh vegetables for the household. Her company has cut down on minor expenses such as paper towels and napkins in the lunch room as well as limiting the space that has to be air conditioned and provide more space and a safer environment for employers who need to be on site.

Thank you for the opportunity to testify.

Janet Morse

AAUW Hawaii member

Date: February 16, 2021

To: The Honorable Senator Sharon Y. Moriwaki, Chair  
The Honorable Senator Donovan M. Dela Cruz, Vice Chair  
Members of the Senate Committee on Government Operations

The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Members of the Senate Committee on Labor, Culture, and the Arts

Regarding: Support of SB830, Relating to Employment

Hearing: Wednesday, February 17, 2021 at 3:40 PM; 255 & via videoconference

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**Position: Support**

Good afternoon, Chair Moriwaki, Vice Chair Dela Cruz, members of the Senate Committee on Government Operations, Chair Taniguchi, Vice Chair Ihara, and members of the Senate Committee on Labor, Culture, and the Arts. My name is Karissa DeWeerd, I am a current student in the University of Hawai'i at Mānoa's Master of Social Work (MSW) program here in Honolulu. I support SB830 and the creation of telework and alternative work schedule policies because of the following:

- 1. Many of the jobs lost during the COVID-19 pandemic belonged to women and vulnerable populations.** The Pew Research Center states that many of the jobs lost during the pandemic belong to low-income populations and young adults.<sup>1</sup> Furthermore, the National Women's Law Center reports that women account for over 50% of all jobs lost in the COVID-19 pandemic.<sup>2</sup> This data is concerning and highlights the need for Hawai'i to create a policy allowing more job access for these populations.
- 2. Telework provides equal work opportunities to individuals affected by the pandemic.** Teleworking will be beneficial for working parents who have been impacted by the decision to shift school to virtual learning throughout the state. This new policy would support parents and allow more flexibility in working and taking care of the family.<sup>3</sup> Not only is teleworking beneficial for working parents, it can also be a reasonable accommodation for persons with disabilities to perform a job.<sup>4</sup> As such, passing SB830 would largely help support parents and individuals with disabilities.
- 3. Teleworking has many benefits.** According to the Hawai'i State Department of Commerce and Consumer Affairs, teleworking has many benefits, including: increasing job opportunities and flexibility, increasing the use of new technology and programs, decreasing commute time and traffic, and many others.<sup>3</sup> Additional research suggests that teleworking increases job satisfaction and reduces conflict between work and family life.<sup>5</sup> Here in Hawai'i, another advantage to teleworking is

that it would allow increased job opportunities for individuals in rural areas on Oahu or the neighbor islands.

As a current MSW student at the University of Hawai'i at Mānoa who has been engaged in online school and a virtual internship since March 2020, I have seen the benefits of teleworking first-hand and know how effective it can be. I believe that passing SB830 is one way the state can increase safety, support families, and continue working toward a better future together.

Mahalo for the opportunity to submit testimony in support of SB830.

Karissa DeWeerd  
kdeweerd@hawaii.edu

## References:

<sup>1</sup>Parker, K., Minkin, R., & Bennett, J. (2020, September 24). *Economic fallout from COVID-19 continue to hit lower-income Americans the hardest*. Pew Research Center. <https://www.pewresearch.org/social-trends/2020/09/24/economic-fallout-from-covid-19-continues-to-hit-lower-income-americans-the-hardest/>

<sup>2</sup>Ewing-Nelson, C. (2021). Another 275,000 women left the labor force in January. *National Women's Law Center*, 1-3. <https://nwlc.org/wp-content/uploads/2021/02/January-Jobs-Day-FS.pdf>

<sup>3</sup>Hawaii State Department of Commerce and Consumer Affairs (n.d.). *Telework resources*. Department of commerce and consumer affairs broadband. <https://cca.hawaii.gov/broadband/telework-resources/>

<sup>4</sup>U.S Office of Personnel Management. (n.d.). *Reasonable accommodations*. Coronavirus guidance. <https://www.telework.gov/guidance-legislation/telework-guidance/reasonable-accommodations/#content>

<sup>5</sup>Gajendran, R. S. & Harrison, D. A. (2007). The good, the bad, and the unknown about telecommuting: Meta-analysis of psychological mediators and individual consequences. *Journal of Applied Psychology*, 92(6), 1524-1541. DOI: 10.1037/0021-9010.92.6.1524