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LIEUTENANT GOVERNOR



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
www.labor.hawaii.gov

ANNE PERREIRA-EUSTAQUIO
DIRECTOR

JOANN A. VIDINHAR
DEPUTY DIRECTOR

March 28, 2022

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

Date: Monday, March 28, 2022

Time: 3:00 p.m.

Place: Conference Room 225, State Capitol

From: Anne Perreira-Eustaquio, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.C.R. 147/S.R. 131 REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A FOUR-DAY WORK WEEK TASK FORCE TO EVALUATE HOW MORE FLEXIBLE WORK HOURS AND A FOUR-DAY WORK WEEK CAN BE IMPLEMENTED FOR PUBLIC EMPLOYEES IN HAWAII

The DLIR strongly opposes this resolution as it would require an immense amount of time and resources to effectuate, especially in considering the report, findings & recommendations, proposed legislation and recommended amounts of funding would be due on December 1, 2022. Moreover, hours, terms, and conditions of employment are a mandatory subject of collective bargaining pursuant to Chapter 89, Hawaii Revised Statutes.



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 Labor, Culture and the Arts

Testimony by
Hawaii Government Employees Association

March 28, 2022

S.C.R. 147/S.R. 131 – REQUESTING THE DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS TO CONVENE A FOUR—DAY WORK WEEK TASK
FORCE TO EVALUATE HOW MORE FLEXIBLE WORK HOURS AND A FOUR—DAY
WORK WEEK CAN BE IMPLEMENTED FOR PUBLIC EMPLOYEES IN HAWAII

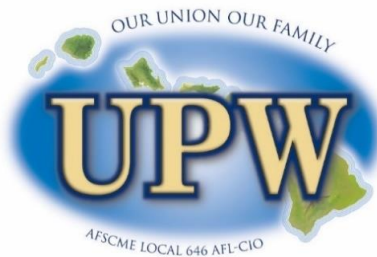
The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the concept of a four-day work week and provides the following comments on S.C. R. 147 and S.R. 131 which requests the Department of Labor and Industrial Relations to convene a task force to evaluate how flexible work hours and a four-day work week can be implemented. We appreciate inclusion in the task force but continue to stress that since alternative schedules significantly impact an employee's condition of employment, the terms must be negotiated and mutually agreed upon.

Alternative work schedules such as the proposed four-day work week 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. For these reasons, we strongly support alternative work schedule arrangements. However, we continue to assert 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.

While we believe many members would prefer the option of an alternative work week, some may not. Any modified work arrangement must be beneficial to both the employee and the employer.

Respectfully submitted,

Randy Perreira
Executive Director



**THE SENATE
THE THIRTY-FIRST LEGISLATURE
REGULAR SESSION OF 2022**

Committee on Labor, Culture, and the Arts

Senator Brian T. Taniguchi, Chair

Senator Les Ihara, Jr., Vice Chair

Monday, March 28, 2022, 3:00PM
Conference Room 225 and via Videoconference

Re: Testimony with COMMENTS on SCR 147/SR 131 – REQUESTING DLIR TO CONVENE A FOUR-DAY WORK WEEK TASK FORCE

Chair Taniguchi, Vice Chair Ihara, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents 1,500 members in the private sector.

UPW **provides the following comments on SCR 147/SR 131**, which requests DLIR to convene a four-day work week task force to evaluate how more flexible work hours and a four-day work week can be implemented for public employees in Hawaii.

UPW recognizes that alternative work schedules provide new solutions to help with workplace flexibility, and can lead to many benefits for the employees, the employer, and the public when done effectively. We appreciate the opportunity to be included as a member of this task force to provide input on behalf of our members. However, we continue to underscore that any changes to an included bargaining unit employee’s wages, hours, and terms of conditions of work must be negotiated and mutually agreed upon prior to any implementation.

Thank you for the opportunity to provide testimony.

Sincerely,

A handwritten signature in black ink, appearing to read 'KW', is placed above the printed name.

Kalani Werner
State Director