

MAR 10 2023

SENATE CONCURRENT RESOLUTION

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.

1 WHEREAS, a five-day, forty-hour work week is the standard
2 work week among the majority of employers across the nation; and
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4 WHEREAS, due to the coronavirus disease 2019 pandemic, many
5 employers and employees were forced to adapt to new flexible
6 working conditions; and
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8 WHEREAS, the transition from traditional working conditions
9 to more flexible conditions has encouraged many employers to
10 prioritize the importance of their employees' health and work-
11 life balance; and
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13 WHEREAS, many employers adjusted their traditional working
14 conditions, which resulted in increased employee satisfaction;
15 and
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17 WHEREAS, long work hours are linked to heart disease,
18 stroke, and depression; and
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20 WHEREAS, in 2008, the Department of Human Resources
21 Development participated in a four-day work week pilot project
22 for three months, followed by participation by the Department of
23 Health for eight weeks, through which the departments evaluated
24 employee productivity, morale, and quality of life of those who
25 worked forty hours a week from Monday through Thursday; and
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27 WHEREAS, the pilot project found that the Department of
28 Human Resources Development's offices at the State Office Tower
29 and the Department of Health's offices at the Kinau Hale
30 Building saved approximately six and thirteen percent in energy
31 costs, respectively; and



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2 WHEREAS, the pilot project results estimated that fifty-one
3 percent of Department of Human Resources Development employees
4 and forty percent of Department of Health employees did not use
5 their automobiles during peak traffic hours on their Fridays
6 off; and
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8 WHEREAS, in 2008, Utah became the first state to mandate a
9 four-day work week for state employees, which resulted in the
10 state saving \$502,000 annually, state employees taking
11 significantly less leave, and a reduction in Friday commuters
12 and energy costs that cut carbon dioxide levels in the local
13 air; and
14

15 WHEREAS, Brigham Young University researchers found that
16 four-day work week employees in Utah reported being more
17 satisfied with their jobs, compensation, benefits, and were
18 less likely to look for employment elsewhere; and
19

20 WHEREAS, according to a survey conducted in the United
21 Kingdom by the Henley Business School in 2019, businesses that
22 offer a four-day work week as part of their employee package
23 found a variety of benefits, including improved ability to
24 attract and retain talent, increase in overall employee
25 satisfaction, lower employee sickness levels, and increased
26 productivity, which contribute to cost-effective operation, and
27 the combined savings from the implementation of a four-day work
28 week by businesses in the United Kingdom is already as high as
29 £92,000,000,000 a year; and
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31 WHEREAS, in 2019, Microsoft Japan conducted a four-day week
32 pilot project, which found that employees took twenty-five
33 percent less time off, productivity rose by forty percent, and
34 electricity usage decreased by twenty-three percent; and
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36 WHEREAS, these trials establish that a four-day work week
37 can provide numerous benefits to the economy, environment,
38 employers, and employee satisfaction; and
39

40 WHEREAS, a four-day work week could increase employee's
41 productivity, happiness, and time to attend to personal or



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1 family needs, and reduce levels of stress, overwork, burnout,
2 and underemployment; and

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4 WHEREAS, a four-day work week could benefit the environment
5 and decrease expenses, as it would reduce energy cost and
6 congestion on the road; and

7
8 WHEREAS, given the potential benefits, the State should
9 evaluate how a four-day work week can be implemented for
10 employees to reduce energy costs, reduce carbon dioxide and
11 congestion from the road, and improve the overall work-life
12 balance and well-being of employees; now, therefore,

13
14 BE IT RESOLVED by the Senate of the Thirty-second
15 Legislature of the State of Hawaii, Regular Session of 2023, the
16 House of Representatives concurring, that the Department of
17 Labor and Industrial Relations is requested to convene a Four-
18 Day Work Week Task Force to evaluate how a four-day work week
19 can be implemented for public employees in the State to improve
20 their quality of work, health, and lifestyle; and

21
22 BE IT FURTHER RESOLVED that the Four-Day Work Week Task
23 Force is requested to consist of the following members or their
24 designees:

- 25
26 (1) Director of Labor and Industrial Relations, to serve
27 as the chairperson;
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29 (2) Director of Human Resources Development;
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31 (3) Director of Business, Economic Development, and
32 Tourism;
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34 (4) Director of Health;
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36 (5) One member from the University of Hawaii Economic
37 Research Organization;
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39 (6) One member from the Hawaii Government Employees
40 Association, AFSCME Local 152, AFL-CIO; and
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1 (7) One member from the United Public Workers, AFSCME
2 Local 646, AFL-CIO; and
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4 BE IT FURTHER RESOLVED that the Four-Day Work Week Task
5 Force is requested to:

6
7 (1) Review and assess studies, projects, and health
8 benefits related to a four-day work week that is
9 comparative to Hawaii's needs;

10
11 (2) Review and evaluate how the State can provide more
12 flexible work hours and a four-day work week for its
13 employees who wish to partake in the option to work
14 non-traditional hours;

15
16 (3) Examine and identify barriers to creating and
17 implementing a four-day work week; and
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19 (4) Recommend procedures that the State should adopt and
20 follow to successfully provide its employees with the
21 options of more flexible work hours and a four-day
22 work week; and
23

24 BE IT FURTHER RESOLVED that the Four-Day Work Week Task
25 Force is requested to submit a report of the actions taken and
26 progress made by the Task Force, including its findings and
27 recommendations, proposed legislation, and requests of
28 recommended amounts of funds to be appropriated, to the
29 Legislature no later than December 1, 2023; and
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31 BE IT FURTHER RESOLVED that the Four-Day Work Week Task
32 Force is requested to dissolve on June 30, 2024; and
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34 BE IT FURTHER RESOLVED that certified copies of this
35 Concurrent Resolution be transmitted to the Director of Labor
36 and Industrial Relations; Director of Human Resources
37 Development; Director of Business, Economic Development, and
38 Tourism; Director of Health; Director of the University of
39 Hawaii Economic Research Organization; Executive Director of the
40 Hawaii Government Employees Association, AFSCME Local 152, AFL-



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1 CIO; and State Director of the United Public Workers, AFSCME
2 Local 646, AFL-CIO.

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OFFERED BY:

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