

MAR 10 2023

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## SENATE RESOLUTION

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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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33 WHEREAS, the pilot project results estimated that fifty-one  
34 percent of Department of Human Resources Development employees



1 and forty percent of Department of Health employees did not use  
2 their automobiles during peak traffic hours on their Fridays  
3 off; and  
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5 WHEREAS, in 2008, Utah became the first state to mandate a  
6 four-day work week for state employees, which resulted in the  
7 state saving \$502,000 annually, state employees taking  
8 significantly less leave, and a reduction in Friday commuters  
9 and energy costs that cut carbon dioxide levels in the local  
10 air; and  
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12 WHEREAS, Brigham Young University researchers found that  
13 four-day work week employees in Utah reported being more  
14 satisfied with their jobs, compensation, benefits, and were  
15 less likely to look for employment elsewhere; and  
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17 WHEREAS, according to a survey conducted in the United  
18 Kingdom by the Henley Business School in 2019, businesses that  
19 offer a four-day work week as part of their employee package  
20 found a variety of benefits, including improved ability to  
21 attract and retain talent, increase in overall employee  
22 satisfaction, lower employee sickness levels, and increased  
23 productivity, which contribute to cost-effective operation, and  
24 the combined savings from the implementation of a four-day work  
25 week by businesses in the United Kingdom is already as high as  
26 £92,000,000,000 a year; and  
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28 WHEREAS, in 2019, Microsoft Japan conducted a four-day week  
29 pilot project, which found that employees took twenty-five  
30 percent less time off, productivity rose by forty percent, and  
31 electricity usage decreased by twenty-three percent; and  
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33 WHEREAS, these trials establish that a four-day work week  
34 can provide numerous benefits to the economy, environment,  
35 employers, and employee satisfaction; and  
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37 WHEREAS, a four-day work week could increase employee's  
38 productivity, happiness, and time to attend to personal or  
39 family needs, and reduce levels of stress, overwork, burnout,  
40 and underemployment; and  
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1 WHEREAS, a four-day work week could benefit the environment  
2 and decrease expenses, as it would reduce energy cost and  
3 congestion on the road; and  
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5 WHEREAS, given the potential benefits, the State should  
6 evaluate how a four-day work week can be implemented for  
7 employees to reduce energy costs, reduce carbon dioxide and  
8 congestion from the road, and improve the overall work-life  
9 balance and well-being of employees; now, therefore,  
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11 BE IT RESOLVED by the Senate of the Thirty-second  
12 Legislature of the State of Hawaii, Regular Session of 2023,  
13 that the Department of Labor and Industrial Relations is  
14 requested to convene a Four-Day Work Week Task Force to evaluate  
15 how a four-day work week can be implemented for public employees  
16 in the State to improve their quality of work, health, and  
17 lifestyle; and  
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19 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
20 Force is requested to consist of the following members or their  
21 designees:  
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- 23 (1) Director of Labor and Industrial Relations, to serve  
24 as the chairperson;  
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- 26 (2) Director of Human Resources Development;  
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- 28 (3) Director of Business, Economic Development, and  
29 Tourism;  
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- 31 (4) Director of Health;  
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- 33 (5) One member from the University of Hawaii Economic  
34 Research Organization;  
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- 36 (6) One member from the Hawaii Government Employees  
37 Association, AFSCME Local 152, AFL-CIO; and  
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- 39 (7) One member from the United Public Workers, AFSCME  
40 Local 646, AFL-CIO; and  
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1 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
2 Force is requested to:

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- 4 (1) Review and assess studies, projects, and health  
5 benefits related to a four-day work week that is  
6 comparative to Hawaii's needs;
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- 8 (2) Review and evaluate how the State can provide more  
9 flexible work hours and a four-day work week for its  
10 employees who wish to partake in the option to work  
11 non-traditional hours;
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- 13 (3) Examine and identify barriers to creating and  
14 implementing a four-day work week; and
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- 16 (4) Recommend procedures that the State should adopt and  
17 follow to successfully provide its employees with the  
18 options of more flexible work hours and a four-day  
19 work week; and
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21 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
22 Force is requested to submit a report of the actions taken and  
23 progress made by the Task Force, including its findings and  
24 recommendations, proposed legislation, and requests of  
25 recommended amounts of funds to be appropriated, to the  
26 Legislature no later than December 1, 2023; and

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28 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
29 Force is requested to dissolve on June 30, 2024; and

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31 BE IT FURTHER RESOLVED that certified copies of this  
32 Resolution be transmitted to the Director of Labor and  
33 Industrial Relations; Director of Human Resources Development;  
34 Director of Business, Economic Development, and Tourism;  
35 Director of Health; Director of the University of Hawaii  
36 Economic Research Organization; Executive Director of the Hawaii  
37 Government Employees Association, AFSCME Local 152, AFL-CIO; and  
38 State Director of the United Public Workers, AFSCME Local 646,  
39 AFL-CIO.

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OFFERED BY:

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