

STAND. COM. REP. NO.

1557

Honolulu, Hawaii

MAR 24

, 2023

RE: S.B. No. 725  
S.D. 2  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirty-Second State Legislature  
Regular Session of 2023  
State of Hawaii

Sir:

Your Committee on Labor & Government Operations, to which was referred S.B. No. 725, S.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO TELEWORKING,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Require the Department of Human Resources Development to submit an annual report to the Legislature on the telework policies of the Executive Branch; and
- (2) Appropriate funds.

Your Committee received testimony in support of this measure from the Department of Human Resources Development, Department of Human Services, and Transform Hawai'i Government. Your Committee received testimony in opposition to this measure from the Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO. Your Committee received comments on this measure from the Office of Information Practices.

Your Committee finds that the coronavirus disease 2019 pandemic led to the widespread use of telework. Upgrades in technology have made it possible for more people to telework and

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the Department of Human Resources Development is in the process of adopting a teleworking framework for the State's executive branch agencies. This measure would ensure that measures and metrics are in place to help assess the effectiveness of the Executive Branch's telework program.

Your Committee has amended this measure by:

- (1) Adding or amending certain other metrics to be included in the annual report;
- (2) Requiring the Department of Human Resources Development to purchase and implement a pilot telework monitoring system to assess the productivity of telework employees within up to three state departments, or portions of departments, and specifying certain features to be included in the telework monitoring system;
- (3) Deleting the full-time equivalent position in the Department of Human Resources Development to support preparation of the annual report;
- (4) Adding a full-time equivalent position in the Department of Human Resources Development to manage the pilot telework monitoring system;
- (5) Adding an appropriation for the Department of Human Resources Development to train managers to effectively manage teleworking and hybrid employees' progress and performance on tasks; and
- (6) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

Your Committee recognizes that teleworking and policies relating to the monitoring of state employees who telework may be issues that require negotiation through the collective bargaining process. Your Committee respectfully requests your Committee on Finance, should it deliberate on this measure, to consider these issues.

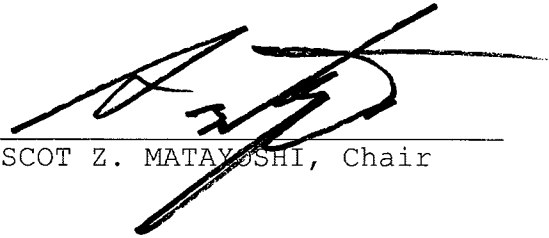
As affirmed by the record of votes of the members of your Committee on Labor & Government Operations that is attached to this report, your Committee is in accord with the intent and



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purpose of S.B. No. 725, S.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 725, S.D. 2, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Government  
Operations,



SCOT Z. MATAYOSHI, Chair



