

MAR 08 2024

SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
CONDUCT A SAMPLE SURVEY OF ORGANIZATIONS IN THE STATE
WITHIN THE FOR-PROFIT, NONPROFIT, AND GOVERNMENT SECTORS
THAT HAVE SUCCESSFULLY IMPLEMENTED REMOTE WORK, HYBRID
WORK, OR TELEWORK ARRANGEMENTS.

1 WHEREAS, housing is expensive across the State; and

2
3 WHEREAS, the University of Hawaii Economic Research
4 Organization reported in their 2023 article *The Hawai'i Housing*
5 *Factbook* that the median price for a single family home has
6 increased by two hundred sixty percent from 2000 to 2022, and
7 that home prices are 4.7 times higher now than in 2000,
8 according to the repeat sales index; and

9
10 WHEREAS, there are areas in the State, including rural
11 portions of each island, that have substantially less expensive
12 housing than those in urban and more populated areas; and

13
14 WHEREAS, pursuant to Act 57, Session Laws of Hawaii 2019,
15 the Department of Human Resources Development reported to the
16 Legislature prior to the Regular Session of 2024, that nearly
17 four thousand seven hundred out of the seventeen thousand six
18 hundred civil service positions in the State's Executive Branch
19 were vacant as of November 2023, not including the University of
20 Hawaii System or the Department of Education; and

21
22 WHEREAS, identifying state jobs that are viable prospects
23 for remote work, identifying areas of the State where housing is
24 affordable but high-paying jobs are not readily available, and
25 pairing the identified remote job prospects with the State's
26 local workforce would meaningfully address the State's lack of
27 affordable housing in certain areas, help keep local families in
28 the State, and strengthen community ties; and



1 WHEREAS, to assist with the need for remote work jobs in
2 areas where high-paying job opportunities are limited, funds
3 should be invested in these areas to ensure that there is
4 sufficient broadband infrastructure to support an increase in
5 remote workers and sufficient co-working facilities to assist
6 people who want to stay in their communities to work but do not
7 have appropriate space in their own homes; and
8

9 WHEREAS, co-working facilities can also be used for
10 community events in the evenings, weekends, and off-work hours,
11 and existing state facilities such as state libraries could be
12 utilized as co-working facilities; and
13

14 WHEREAS, through efforts such as the mandate of the School
15 Facilities Authority to build educator workforce housing on
16 underutilized Department of Education land, the State is
17 addressing the demands for work and jobs while making them both
18 accessible to communities near where workers live, work, play,
19 and shop; and
20

21 WHEREAS, the coronavirus disease 2019 (COVID-19) pandemic
22 led to much of the State working remotely full-time and
23 workplace flexibilities played a significant role nationwide in
24 ensuring employees were able to meet both their work and family
25 responsibilities; and
26

27 WHEREAS, the federal government has had remote work options
28 for its employees since the 1970s; and
29

30 WHEREAS, before the COVID-19 pandemic, only three percent
31 of federal employees teleworked every day, but that percentage
32 grew substantially during the pandemic when a record fifty-nine
33 percent of employees worked from home daily, and in March 2020,
34 the United States Office of Management and Budget released
35 guidance on telework flexibilities for the federal government;
36 and
37

38 WHEREAS, even after the COVID-19 pandemic, telecommuting
39 and remote services have remained popular, which has led to
40 renewed interest in strategies to create more sustainable
41 communities; and
42



1 WHEREAS, transportation costs tend to be borne
2 disproportionately by the most vulnerable in the community and
3 must be addressed alongside affordable housing strategies, or
4 these inequities will persist; and
5

6 WHEREAS, in the State, Ulupono Initiative's *Vehicle Economy*
7 *Study* (2021) showed that personal vehicles cost an additional
8 \$16,200 per household per year, or \$8,100 per vehicle per year,
9 and that, regardless of whether households owned cars, the
10 public cost of sustaining the State's vehicle economy amounts to
11 roughly \$15,000 per taxpayer per year, or \$24,400 per household
12 per year, and for a state where household median income is
13 roughly \$80,000 per year, these costs amount to about thirty
14 percent of household pre-tax income; and
15

16 WHEREAS, providing transportation options along with
17 affordable housing will not only make life more affordable in
18 the State, but also support broader efforts to reduce greenhouse
19 gas emissions to support the State's decarbonization goals; and
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21 WHEREAS, according to the Honolulu Connect Transportation
22 Demand Management Plan, approximately thirty to fifty percent of
23 trips made by people driving alone in Honolulu are under three
24 miles, which presents a key opportunity for shifting travel
25 behavior to more sustainable and affordable modes of
26 transportation; and
27

28 WHEREAS, there are established best practices for remote
29 work and hybrid work with respect to management and
30 productivity, including:
31

- 32 (1) Establishing policies that provide clear guidelines
33 and expectations;
- 34 (2) Providing appropriate training sessions and materials
35 to support training both for managers and employees;
36 (3) Providing clear communications, recognizing that
37 employees and managers must invest additional effort
38 to ensure their communications are effective and that
39 they are providing a continuous flow of information;
40 and
41 and
42



1
2 (4) Engaging in frequent consultations with unions to
3 ensure a clear understanding of policy and procedures;
4

5 now, therefore,
6

7 BE IT RESOLVED by the Senate of the Thirty-second
8 Legislature of the State of Hawaii, Regular Session of 2024, the
9 House of Representatives concurring, that the Department of
10 Human Resources Development is requested to conduct a sample
11 survey of organizations in the State within the for-profit,
12 nonprofit, and government sectors that have successfully
13 implemented remote work, hybrid work, or telework arrangements;
14 and
15

16 BE IT FURTHER RESOLVED that the sample survey is requested
17 to identify examples of best practices for implementation of a
18 remote work program, including:
19

20 (1) Best practices for managers or supervisors of remote
21 workers;
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23 (2) Best practices for measuring productivity in a remote
24 work or hybrid work environment; and
25

26 (3) Lessons learned from running a remote work or hybrid
27 work program in the State; and
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29 BE IT FURTHER RESOLVED that the University of Hawaii
30 Economic Research Organization is requested to identify areas of
31 the State that have a combination of lower housing costs and
32 decreased access to high-paying jobs; and
33

34 BE IT FURTHER RESOLVED that the Hawaii Broadband and
35 Digital Equity Office is requested to analyze the condition of
36 the existing broadband infrastructure in the areas of the State
37 that have a combination of lower housing costs and decreased
38 access to high-paying jobs; and
39

40 BE IT FURTHER RESOLVED that the Department of Human
41 Resources Development is requested to submit a report of its
42 findings and recommendations, in collaboration with the findings



1 of the University of Hawaii Economic Research Organization and
2 Hawaii Broadband and Digital Equity Office, including any
3 proposed legislation, to the Legislature no later than twenty
4 days before the convening of the Regular Session of 2025; and
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6 BE IT FURTHER RESOLVED that certified copies of this
7 Concurrent Resolution be transmitted to the Director of Human
8 Resources Development, Executive Director of the University of
9 Hawaii Economic Research Organization, and Broadband Director of
10 the Hawaii Broadband and Digital Equity Office.
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OFFERED BY:



