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# A BILL FOR AN ACT

RELATING TO TELEWORKING.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that the coronavirus  
2 disease 2019 pandemic led to a more widespread use of telework.  
3 The legislature notes that upgrades in technology have made it  
4 possible for more people to telework and that the department of  
5 human resources development is currently in the process of  
6 adopting a teleworking framework for the executive agencies.  
7 The legislature further finds that annual data on telework  
8 adoption and usage in the State should be provided to help guide  
9 future legislation, policy recommendations, and decision-making  
10 relating to teleworking in the State.

11           Accordingly, the purpose of this Act is to:

- 12           (1) Require the department of human resources development  
13           to submit an annual report to the legislature on the  
14           telework policies of the executive branch; and  
15           (2) Appropriate funds.

16           SECTION 2. (a) The department of human resources  
17 development shall submit an annual report on the telework



1 policies of the executive branch to the legislature no later  
2 than twenty days prior to the convening of each regular session.  
3 The report shall contain various metrics on the adoption, usage,  
4 and productivity of teleworking by each department in the  
5 executive branch, including, at a minimum:

- 6 (1) A summary of telework usage for each agency;
- 7 (2) The number of employees that are authorized to  
8 telework in relation to the total number of employees  
9 in each agency;
- 10 (3) The number of hours that the employees spent  
11 teleworking;
- 12 (4) The primary locations where employees teleworked;
- 13 (5) The number of requests that each department received  
14 to telework;
- 15 (6) The number of requests to telework that each agency  
16 approved and denied;
- 17 (7) The number of grievances that were filed due to a  
18 denied request to telework;
- 19 (8) The outcomes of any grievances filed;



1 (9) An assessment of the productivity of telework  
2 employees, based on data from a telework monitoring  
3 system; and

4 (10) Any other relevant teleworking metrics that would help  
5 inform future legislation, policy recommendations, and  
6 decision-making regarding teleworking in the State.

7 The report may also contain other findings and recommendations,  
8 including any proposed legislation.

9 (b) The department of human resources development shall  
10 consult with all appropriate departments and agencies to obtain  
11 the necessary data or information to complete the annual report.  
12 All state departments and agencies shall share data and  
13 information with the department of human resources development  
14 to support the implementation of this section.

15 SECTION 3. There is appropriated out of the general  
16 revenues of the State of Hawaii the sum of \$ or so  
17 much thereof as may be necessary for fiscal year 2023-2024 and  
18 the same sum or so much thereof as may be necessary for fiscal  
19 year 2024-2025 for the department of human resources development  
20 to compile an annual report on the telework policies of the  
21 executive branch, including the establishment of one full-time



1 equivalent (1.0 FTE) position in the department of human  
2 resources development.

3 The sums appropriated shall be expended by the department  
4 of human resources development for the purposes of this Act.

5 SECTION 4. There is appropriated out of the general  
6 revenues of the State of Hawaii the sum of \$ or so much  
7 thereof as may be necessary for fiscal year 2023-2024 and the  
8 same sum or so much thereof as may be necessary for fiscal year  
9 2024-2025 for the department of human resources development to  
10 purchase and implement a telework monitoring system to assess  
11 the productivity of telework employees. The telework monitoring  
12 system shall be awarded on a National Association of State  
13 Procurement Officials cloud and shall include:

- 14 (1) Customizable dashboards to monitor user activity;
- 15 (2) Essential activity tracking;
- 16 (3) Advanced activity monitoring;
- 17 (4) Advanced analytics; and
- 18 (5) A contract for scheduled maintenance services.

19 The sums appropriated shall be expended by the department  
20 of human resources development for the purposes of this Act.

21 SECTION 5. This Act shall take effect on January 1, 2050.



**Report Title:**

DHRD; Teleworking; Telework Monitoring System; Annual Report; Appropriation

**Description:**

Requires and appropriates moneys for the Department of Human Resources Development to submit an annual report to the Legislature on the telework policies of the executive branch. Establishes requirements and appropriates moneys for a telework monitoring system to assess the productivity of telework employees. Effective 1/1/2050. (SD2)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

