

Honolulu, Hawaii

FEB 13 2024

RE: S.B. No. 3371

S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred
S.B. No. 3371 entitled:

"A BILL FOR AN ACT RELATING TO TELEWORKING,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Require the Department of Human Resources Development to:
 - (A) Submit an annual report to the Legislature on the telework policies of the Executive Branch; and
 - (B) Purchase and implement a pilot telework monitoring system to assess the productivity of telework employees and in-office employees within up to three state departments or portions of the departments; and
- (2) Appropriate funds to develop, implement, and administer the pilot telework monitoring system and to establish positions to perform various duties relating to telework, including the development and implementation of the pilot telework monitoring system, preparation of the annual report, and employee training.



Your Committee received testimony in support of this measure from the Department of Human Resources Development.

Your Committee received testimony in opposition to this measure from the Hawaii Government Employee Association, AFSCME Local 152, AFL-CIO.

Your Committee received comments on this measure from the State Procurement Office.

Your Committee finds that telework and alternative work schedules are innovative solutions that ensure workplace flexibility with many benefits for the employees, employers, and the public, including a better work-life balance, increased productivity, and possible cost-savings from reduced energy and office space use. Workplace flexibility can also be utilized as a tool to help employers recruit and retain the best and brightest employees. This measure will allow the Legislature to make informed decisions pertaining to the adoption and administration of telework in the public sector.

Your Committee has amended this measure by:

- (1) Changing the appropriation amount for the development, implementation, and administration of the pilot telework monitoring system from \$3,000,000 to an unspecified amount;
- (2) Inserting an unspecified appropriation amount;
- (3) Inserting an unspecified number of positions to be established;
- (4) Inserting an effective date of July 1, 2050, to encourage further discussion; and
- (5) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

Your Committee notes that although this measure, as amended, contains unspecified appropriation amounts and positions to be established, your Committee respectfully requests that your



Committee on Ways and Means consider inserting the following appropriation amounts for fiscal year 2024-2025:

- (1) \$3,000,000 to develop, implement, and administer the pilot telework monitoring system; and
- (2) \$180,000 to establish two full-time equivalent (2.0 FTE) positions to perform various duties relating to telework, including the development and implementation of the pilot telework monitoring system, preparation of the annual report, and employee training.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 3371, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 3371, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on
behalf of the members of the
Committee on Labor and
Technology,



HENRY J.C. AQUINO, Chair



The Senate
 Thirty-Second Legislature
 State of Hawai'i

Record of Votes
Committee on Labor and Technology
LBT

Bill / Resolution No.:* SB3371	Committee Referral: LBT, NAM	Date: 2/2/2024
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The Committee is reconsidering its previous decision on this measure.
 If so, then the previous decision was to: _____

The Recommendation is:

Pass, unamended 2312
 Pass, with amendments 2311
 Hold 2310
 Recommit 2313

Members	Aye	Aye (WR)	Nay	Excused
AQUINO, Henry J.C. (C)	X			
MORIWAKI, Sharon Y. (VC)	X			
IHARA, Jr., Les	X			
LEE, Chris	X			
FEVELLA, Kurt	X			
TOTAL	5			

Recommendation: Adopted Not Adopted

Chair's or Designee's Signature: _____

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***Only one measure per Record of Votes**