

JAN 24 2019

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# A BILL FOR AN ACT

RELATING TO HOURS OF WORK.

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

1           SECTION 1. The legislature finds that offering public  
2 employees the option of a flexible work schedule through  
3 staggered work hours will benefit families, communities,  
4 environment, and economy. Some of the benefits include less  
5 traffic on the roads during peak commute times, shorter commute  
6 times, less pollution, more time at home with family, and more  
7 opportunities to enjoy the island lifestyle.

8           The legislature further finds that staggered work hours for  
9 state employees can result in up to a seventy per cent reduction  
10 in commute time for all commuters. Staggered work hours results  
11 in less vehicles on the road during peak traffic times due to  
12 extended daily work hours plus less total days of driving to  
13 work downtown or to the University of Hawaii, for example.  
14 Reducing commute times from all of Hawaii's drivers, will reduce  
15 stress and may help Hawaii's residents live healthier lives.

16           The legislature also notes that offering flexible work  
17 schedules to state employees can benefit businesses that depend



1 on vehicle travel, such as trucking and delivery companies, as  
2 less traffic on the roads could lead to greater efficiency for  
3 these types of businesses.

4 The purpose of this Act is to offer public employees the  
5 option to choose a flexible work schedule with staggered work  
6 hours.

7 SECTION 2. Chapter 78, Hawaii Revised Statutes, is amended  
8 by adding a new section to be appropriately designated and to  
9 read as follows:

10 "§78- Staggered work week; authorized. (a) Beginning  
11 January 1, 2020, the chief executive shall grant each public  
12 employee the option of being available for the transaction of  
13 public business under one of three types of staggered work week  
14 schedules as follows:

15 (1) Public employees who shall be available for the  
16 transaction of public business for a five-day, eight  
17 hours-per-day work week, between the hours of  
18 7:45 a.m. and 4:30 p.m., Monday to Friday, inclusive;

19 (2) Public employees who shall be available for the  
20 transaction of public business for a four-day, ten  
21 hours-per-day work week, between the hours of



1           7:15 a.m. and 6:00 p.m., Monday to Thursday,

2           inclusive; and

3           (3) Public employees who shall be available for the  
4           transaction of public business for a nine-day, eighty-  
5           eight hours per two work weeks, inclusive, whose  
6           combination of hours and days shall be determined by  
7           the appointing authority.

8           (b) Any public employee who does not exercise a choice  
9           under subsection (a) shall be deemed to have exercised the  
10          option to be available for the transaction of public business  
11          for a five-day, eight-hours-a-day work week, between the hours  
12          of 7:45 a.m. and 4:30 p.m., Monday to Friday, inclusive.

13          (c) No option exercised under this section shall be deemed  
14          irrevocable; provided that the appointing authority may require  
15          an adequate period of notice prior to effecting a change in the  
16          work schedule of the public employee.

17          (d) A lunch period of forty-five minutes per day will be  
18          allowed all public employees, and shall not constitute working  
19          time under this section."

20          SECTION 3. New statutory material is underscored.

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1 SECTION 4. This Act shall take effect on July 1, 2019.

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# S.B. NO. 1349

**Report Title:**

Public Employees; Hours of Work

**Description:**

Authorizes staggered work weeks for public employees.

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