

MAR 11 2022

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# SENATE RESOLUTION

REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO  
CONVENE A FOUR-DAY WORK WEEK TASK FORCE TO EVALUATE HOW  
MORE FLEXIBLE WORK HOURS AND A FOUR-DAY WORK WEEK CAN BE  
IMPLEMENTED FOR PUBLIC EMPLOYEES IN HAWAII.

1           WHEREAS, a five-day, forty-hour work week is the standard  
2 work week among the majority of employers across the nation; and  
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4           WHEREAS, due to the ongoing coronavirus disease 2019  
5 pandemic, many employers and employees were forced to adapt to  
6 new flexible working conditions; and  
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8           WHEREAS, the transition from traditional working conditions  
9 to more flexible conditions has encouraged many employers to  
10 prioritize the importance of their employees' health and work-  
11 life balance; and  
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13           WHEREAS, many employers adjusted their traditional working  
14 conditions, which resulted in increased employee satisfaction;  
15 and  
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17           WHEREAS, long work hours are linked to heart disease,  
18 stroke, and depression; and  
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20           WHEREAS, in 2008, the Department of Human Resources  
21 Development participated in a four-day work week pilot project  
22 for three months, followed by participation by the Department of  
23 Health for eight weeks, through which the departments evaluated  
24 employee productivity, morale, and quality of life of those who  
25 worked forty hours a week from Monday through Thursday; and  
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27           WHEREAS, the pilot project found that the Department of  
28 Human Resources' offices at the State Office Tower and the  
29 Department of Health's offices at the Kinau Hale Building saved  
30 approximately six and thirteen percent in energy costs,  
31 respectively; and  
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33           WHEREAS, the pilot project results estimated that fifty-one  
34 percent of Department of Human Resources employees and forty



1 percent of Department of Health employees did not use their  
2 automobiles during peak traffic hours on their Fridays off; and  
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4 WHEREAS, in 2008, Utah became the first state to mandate a  
5 four-day work week for state employees, which resulted in the  
6 state saving \$502,000 annually, state employees taking  
7 significantly less leave, and a reduction in Friday commuters  
8 and energy costs that cut carbon dioxide levels in the local  
9 air; and  
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11 WHEREAS, Brigham Young University researchers found that  
12 four-day work week employees reported being more satisfied with  
13 their jobs, compensation, benefits, and were less likely to look  
14 for employment elsewhere; and  
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16 WHEREAS, according to a survey conducted in the United  
17 Kingdom by the Henley Business School in 2019, businesses that  
18 offer a four-day work week as part of their employee package  
19 found a variety of benefits, including improved ability to  
20 attract and retain talent, increase in overall employee  
21 satisfaction, lower employee sickness levels, and increased  
22 productivity, which contribute to cost-effective operation, and  
23 the combined savings from the implementation of a four-day work  
24 week by businesses in the United Kingdom is already as high as  
25 £92,000,000,000 a year; and  
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27 WHEREAS, in 2019, Microsoft Japan conducted a four-day week  
28 pilot project, which found that employees took twenty-five  
29 percent less time off, productivity rose by forty percent, and  
30 electricity usage decreased by twenty-three percent; and  
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32 WHEREAS, these trials establish that a four-day work week  
33 can provide numerous benefits to the economy, environment,  
34 employers, and employee satisfaction; and  
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36 WHEREAS, a four-day work week could increase employee's  
37 productivity, happiness, and time to attend to personal or  
38 family needs, and reduce levels of stress, overwork, burnout,  
39 and underemployment; and  
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1 WHEREAS, a four-day work week could benefit the environment  
2 and decrease expenses, as it would reduce energy cost and  
3 congestion on the road; and  
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5 WHEREAS, given the potential benefits the State should  
6 evaluate how a four-day work week can be implemented for  
7 employees to reduce energy costs, reduce carbon dioxide and  
8 congestion from the road, and improve the overall work-life  
9 balance and well-being of employees; now, therefore,  
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11 BE IT RESOLVED by the Senate of the Thirty-first  
12 Legislature of the State of Hawaii, Regular Session of 2022,  
13 that the Department of Labor and Industrial Relations is  
14 requested to convene a Four-Day Work Week Task Force to evaluate  
15 how a four-day work week can be implemented for workers in the  
16 State to improve their quality of work, health, and lifestyle;  
17 and  
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19 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
20 Force is requested to consist of the following members or their  
21 designees:  
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- 23 (1) Director of Labor and Industrial Relations, to serve  
24 as the chairperson;  
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- 26 (2) Director of Human Resources Development;  
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- 28 (3) Director of Business, Economic Development, and  
29 Tourism;  
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- 31 (4) Director of Health;  
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- 33 (5) One member from the University of Hawaii Economic  
34 Research Organization;  
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- 36 (6) One member from the Hawaii Government Employees  
37 Association, AFSCME Local 152, AFL-CIO; and  
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- 39 (7) One member from the United Public Workers, AFSCME  
40 Local 646, AFL-CIO; and  
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1 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
2 Force is requested to:

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- 4 (1) Review and assess studies, projects, and health  
5 benefits related to a four-day work week that is  
6 comparative to Hawaii's needs;  
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- 8 (2) Review and evaluate how the State can provide more  
9 flexible work hours and a four-day work week for  
10 employees who wish to partake in the option to work  
11 non-traditional hours;  
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- 13 (3) Examine and identify barriers to creating and  
14 implementing a four-day work week; and  
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- 16 (4) Recommend procedures the State should adopt and follow  
17 to successfully provide employees with the options of  
18 more flexible work hours and a four-day work week; and  
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20 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
21 Force is requested to submit a report of the actions taken and  
22 progress made by the Task Force, including its findings and  
23 recommendations, proposed legislation, and requests of  
24 recommended amounts of funds to be appropriated, to the  
25 Legislature no later than December 1, 2022; and  
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27 BE IT FURTHER RESOLVED that the Four-Day Work Week Task  
28 Force is requested to dissolve on June 30, 2023; and  
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30 BE IT FURTHER RESOLVED that certified copies of this  
31 Resolution be transmitted to the Director of Labor and  
32 Industrial Relations; Director of Human Resources Development;  
33 Director of Business, Economic Development, and Tourism;  
34 Director of Health; Director of the University of Hawaii  
35 Economic Research Organization; Director of the Hawaii  
36 Government Employees Association, AFSCME Local 152, AFL-CIO; and  
37 State Director of the United Public Workers, AFSCME Local 646,  
38 AFL-CIO.  
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OFFERED BY: 

