

Senator Henry Aquino
State Capitol 204
Honolulu, HI 96813

Re: Governor's Message - GM580 - Chairperson - Hawaii Labor Relations Board

Dear Chairman Aquino,

I am providing the following, as a response to the questions that were sent to me by letter dated February 2, 2025:

(1) Why do you wish to be the Chairperson - Hawaii Labor Relations Board?

Being the Chairperson would allow me to continue the work that I have engaged in throughout my career. I have been fortunate enough (primarily due to the efforts of many others) to serve for twenty six years in the State Legislature. Six years were spent chairing the House Committee on Labor and Public Employment, and two have been spent leading the Senate Labor Committee.

These two experiences have been an integral part of my educational experience in the Legislature. Those eight years in particular (along with serving two more years as the Vice Chair for the House Committee on Labor and Public Employment) broadened my understanding of the labor laws in Hawaii. I also learned a lot about the various labor laws, including Collective Bargaining Rights, Workers' Compensation, Unemployment Insurance, OSHA, TDI, Prepaid Health, Civil Service, and other laws that establishes rights and benefits.

I have also spent an additional eight years (of those twenty six) serving as the House Finance Chairman. These experiences have not only allowed me to learn much about Hawaii's labor laws, but have allowed me to gain insight in determining what "legislative intent" is, which has governed many of the changes that have occurred to those labor laws. These experiences have also taught me how the Department of Labor and the other state departments interconnect, especially when it comes to funding.

I learned much when I became the Director for the Department of Labor and Industrial Relations in 2010. I learned about what it takes to administer the dozen or so programs that are part of the Department of Labor, and how these programs create a network of protections and rights. These laws apply not only to the workers, but also provide protections and rights to employers and demonstrate the important balance, in the application of the laws, and the interdependence between workers and their employers.

Being in charge of over five hundred departmental workers - statewide, provided many instances that reflected the importance of working together, with mutual respect for both roles. In fact, Chapter 89-1 HRS which provides the statutory basis for the Board's primary role states;

"The Legislature declares that it is the public policy of the State to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government." (emphasis added).

Serving as the Director taught me much about being part of management, and how critical it is to be able to work with many parties, to achieve major goals. In addition, I ran a two person law office in Hilo (for almost three decades), and dealt with the day to day challenges of meeting payroll, and surviving as a small business employer. The nature of the practice focused on labor law matters.

On a personal note, my paternal and maternal grandparents immigrated from Okinawa to Hawaii seeking a better life - and struggled as plantation workers. My father spent twenty six years in the Territorial and State House of Representatives, and an even longer time working for the ILWU Local 142. These are factors that have impacted my career and my life.

Given this background, having a possible opportunity to build on my experiences as a legislator and as the Director for the State Department of Labor, presents a golden opportunity, for which I am very grateful.

(2) How do you perceive the role and responsibilities of the Chairperson - Hawaii Labor Relations Board?

The role of the Chairperson for the Hawaii Labor Relations Board is described in Chapter 89-5(b), which states:

"(b) The board shall be composed of three members of which one member shall be representative of management, one member shall be representative of labor, and the third member, the chairperson, shall be representative of the public." (emphasis added).

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Honolulu, Hi 96813

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"(b) The board shall be composed of three members of which one member shall be representative of management, one member shall be representative of labor, and the third member, the chairperson, shall be representative of the public." (emphasis added).

If there is a deadlock between the management representative and the labor representative, the Chairperson will break the tie, and his "perspective" will be as a "representative of the public" or what is considered in the best interest of the community. This is usually what guides most legislators, as they cast their votes.

Moreover, in applying the law to various factual circumstances, discerning what "legislative intent" was - when the legislation was passed or amended, becomes a key part of the decision-making process. That is why having experience in both the administrative and the legislative branches of government - is an advantage that assists in decision making.

Further, as Chapter 89-1(b) reminds us - promoting harmonious and cooperative relations between Government and its employees means protecting "the public by **assuring effective and orderly operations of government**" (emphasis added) or to maintain labor peace, which should minimize any disruption of government services to the public. This is an important goal of the Hawaii Labor Relations Board.

The Hawaii Labor Relations Board is responsible for three chapters in the Hawaii Revised Statutes. As reflected in the HLRB 2024 Annual Report,

"The mission of the Board is to enforce and protect the rights of employees and unions to organize and bargain collectively, in balance with the employer's rights to manage operations as provided by **HRS Chapters 89 and 377**, by fairly and efficiently resolving labor disputes brought before it. **The Board is committed to promoting the harmonious and cooperative relations between the parties.**" (emphasis added).

The Report also references **HRS Chapter 396** (the Hawaii OSHA law) and continues,

"In 2002, the Board acquired jurisdiction over contests relating to occupational health and safety. Accordingly, **the Board is committed to ensuring that every worker has a safe and healthful work environment, and that employers and employees collectively work to reduce injury and illness arising out of Employment.**" (emphasis added).

The Report further explains,

"The Board also has jurisdiction over private sector employees, employers, and unions who are not subject to the jurisdiction of the National Labor Relations Board. Historically, this has included agricultural employees and employers."

“The Board also conducts union representation elections, supervises the impasse procedures in public employment, and issues declaratory rulings, which clarify the applicability of governing statutes and its rules.”

Under all three Chapters of the HRS, the Chairperson of the Board should be leading in the proper enforcement of the laws, and should provide leadership where necessary, to amend or adjust the laws.

(3) Given your understanding of the role and responsibilities of the Chairperson - Hawaii Labor Relations Board why do you believe that you are qualified for the Position? Please include a brief statement of your skills, expertise, or knowledge that would aid in your decision-making ability as the Chairman.

I believe that I am qualified for the position of Chairman of the Board, because of three decades of practicing law, (most of which dealt with administrative law), has made me familiar with the substance and the procedures of labor law. This has included not only the skills necessary to practice before the HLRB, but skills to handle workers compensation cases (before the Labor and Industrial Relations Board), unemployment insurance cases (before the U.I. Referee's office), and other labor law cases.

This meant drafting memoranda in support of specific motions, and conducting investigations on cases, and analyzing cases to determine the best approach for hearing purposes. It meant preparing for oral argument, and conducting necessary legal research. It included working on and improving writing skills, a fundamental factor in the practice of labor law. I believe all of these activities helped me - to gain the skills and the understanding to become a labor attorney.

I believe that I am qualified, in part due to being involved in the legislative process, (for twenty six years as a Legislator and for four more years as the Labor Department Director). Through these experiences, I believe I had a good grounding in understanding the labor laws, its history, and how these laws were amended and came into being (legislative intent).

When workers compensation was the legislative “crisis” in the mid 1980's I learned from that experience, When civil service reform was the priority in 2000, I learned from that experience. When the unemployment insurance fund went bankrupt, due to the

downturn in the national economy, I learned from that experience. Each educational experience provided me with more information, and the cumulative impact of all of these experiences led to developing greater familiarity in the area of labor law. I consider my thirty years invested in the legislative process as time well spent. It was not only the knowledge that I gained - but the long-term relationships that would reflect the true value of that period in my life.

The four years spent as the Director of the Department of Labor was probably the most instructive in my career. Learning about the dozen or so programs (under the Department) and how they worked together to provide a wide range of services to the general public, did clarify the rights and the benefits these laws provided to both employees and employers. This included the Hawaii Labor Relations Board. I remember interacting with Jim Nicholson, the Chairman of the Labor Board at that time. We discussed the Board's budget and its staffing and the existing backlog of cases. We also talked about ways to improve the operations of the Board and how additional improvements could be implemented.

These discussions also included the Hawaii OSHA (HIOSH) law, and the fact that we were short-staffed for inspectors at that time. That situation allowed us to reach out to our federal partners, and establish training programs that helped to strengthen our HIOSH program, and provided greater coordination between the efforts of the federal and state OSHA personnel. It also gave me a keener appreciation of how important safety is, especially on the job site, and that effective enforcement was critical to cutting down the number of injuries and the number of deaths. The overall results of this kind of cooperation demonstrated the greater effectiveness of working together.

(4) What do you hope to accomplish during your term of service?

I believe the first step is to get to know the parties that the Board will be dealing with - which includes the public unions as well as the public employers. I interacted with many of the parties during my legislative work. If there are any "projects" that the Board undertakes or "reforms" that the Board implements, it will probably be as a result of requests made by these parties.

One example that has surfaced is a request that the list of arbitrators and mediators (and the selection process) be made more transparent. As a result, a meeting of all the parties has been scheduled for March 10, 2025. The purpose will be to discuss concerns and then to set up a process for determining what improvements can be made. The initial concerns that have been expressed include competence of the

members on the list, costs assessed by these arbitrators, and adequacy of the number of arbitrators on the list.

Greater familiarity over time, will allow other concerns to be brought up by the parties or by events that occur - which will make the parties focus on procedure or substance - of the "rules" that governs the Board's actions. This kind of interaction is a crucial dynamic, for identifying relevant and significant concerns that the Board can begin to address.

(5) Name three qualities that best describe you and that would make you stand out. How would these qualities benefit as the Chairman - Hawaii Labor Relations Board?

The first quality is that I have a collaborative leadership style. This allows me to bring people together to resolve differences. This could mean bringing together the two other Board members (or bringing them together with staff) to build consensus in the decision making process. It could also bring the parties together as indicated in 89-1(b) "to promote harmonious and cooperative relations between government and its employees".

I have used this approach during my legislative work as well as my administrative experiences, and have enjoyed some success with it. It was a leadership style I utilized during my legislative days with many of my constituents, and it applied even in the context of working with State, County, and Federal agencies.

The second quality would be involvement in the legislative process for over thirty years, and learning from the process and developing many enduring relationships. Having worked with legislators who worked on many of the labor laws, like Senator Brian Kanno (former Senate Labor Committee Chairperson), Representative Mark Nakashima (former House Labor Chair), Senator Mazie Hirono (former member of the House Labor and Public Employment Committee), and Senators Aquino and Moriwaki, both the current Chair and the former Chair of the Senate Labor and Technology Committee, has provided me with much information and knowledge, and a better understanding of what is "legislative intent". This will be a key concept in properly interpreting and applying the law as the Chairperson.

Finally, one quality that I have been taught, especially by my father, is that you commit yourself to working hard in something that you truly believe in. This has been an important life lesson for me. Throughout my career and my life - I have been

passionate about how the law affects peoples' lives. I have seen so many successful examples of how it became a "tool", that people used to fulfill their highest potential, and how in many cases it "leveled" the playing field. I have seen it make **equality** more meaningful, and how it has facilitated a better quality of life. I am committed to doing all that I can, to do the best job possible, as Chairman of the Hawaii Labor Relations Board.

(6) Name one previous experience that would make you stand out. How would this benefit as the Chairman - Hawaii Labor Relations Board?

In 1994, while I was serving as State Representative for District 1, two plantations closed their doors for the final time - they were the Hamakua Sugar Company and Hilo Coast Processing Company. Over a thousand families, living along a fifty mile coastline were dealt a tremendous body blow. All of a sudden there was so much uncertainty for these people and their communities. The two plantations had provided the economic means for these families to meet their financial obligations for over a century. How would they pay for their mortgage payments and college expenses? The one thousand workers included many family members and many friends - real people that we had personal relationships with.

This was the biggest challenge I had faced while serving as an elected official. There was no "blueprint" that we could use. It was a matter of trying to bring resources into the community, to keep hope alive. So we rolled up our sleeves and started. We partnered with every organization we could. This included the ILWU Local 142, the churches in the communities, and many other groups.

It meant working with the unemployment insurance staff as well as workforce development (for training programs) from the Department of Labor and Industrial Relations. It meant reaching out to State, County, and the Federal governments and also to "grass roots" organizations. The Department of Health helped, as the drinking and amount of stress within families increased, and many private non-profits added their assistance. Being rural communities meant agriculture was part of the lifestyle, and the Department of Agriculture was there to lend a helping hand.

It was a matter of trying to manage the overall efforts through task forces, that tried to take a piece of the whole, and helped to provide leadership in that area. Leadership, especially during times of confusion and uncertainty, is of critical importance.

This experience resulted in a wealth of knowledge with so many lessons learned. Included in these lessons were how to find common ground, and how to best work together as a team, especially during a crisis. Also important, was how to build consensus, and get projects completed that will make the community more resilient to the next crisis. Providing leadership that focuses on teamwork and building consensus, will be an essential tool for the Chairperson.

(7) Can you foresee any possible conflicts of interests that could arise during your service as Chairperson - Hawaii Labor Relations Board? How would you overcome any possible conflicts of interest?

I have been on "retirement status" for the past several years, and have not been actively engaged in the kind of decision making that would create a conflict in interest. However, if there were to be a conflict of interest in a case that came before the Board, and I felt I could not make a fair and impartial judgment, then I would recuse myself from that decision.

Senator Aquino, thank you for the opportunity to share with you and your committee members the above responses. Please feel free to contact me if I can provide any clarification, and I hope this transmittal will be helpful to the Senate for the confirmation process.

Respectively submitted,



Dwight Y. Takamine

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

February 26, 2025

To: The Honorable Henry J.C. Aquino, Chair
The Honorable Chris Lee, Vice Chair, and
Members of the Labor and Technology Committee

Date: Friday, March 7, 2025
Time: 3:00 p.m.
Place: Conference Room 224, State Capitol

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

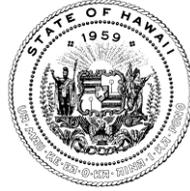
Re: G.M. 580, Submitting for consideration and confirmation as the Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030.

The Department of Labor and Industrial Relations **strongly supports** the confirmation of Dwight Takamine as Chairperson of the Hawaii Labor Relations Board (HLRB).

Mr. Takamine is a distinguished statesman having served the public's interest in the Hawaii State Legislature from 1984 through 2010. We've worked closely with him over the years when he exemplarily led DLIR as Director where he repeatedly proven himself to be an outstanding public servant. He is well known and well respected and has demonstrated the ability to take on tough jobs and succeed by listening to people and working together. He comes before you as one whose experience and qualifications have served to prepare him well to assume any role and/or responsibility that require sound judgement, a creative mind, and boundless motivation.

We're encouraged that Governor Green has nominated such an extraordinarily highly capable person who has demonstrated a commitment to the State. He cares deeply about the very purpose of the HLRB. The DLIR is very confident that Mr. Takamine will enforce and protect the rights of employees and unions to organize and bargain collectively in balance with the rights of employers to manage operations, as provided by law, and to fairly and efficiently resolve labor disputes brought before it as Chairperson of the HLRB.

Thank you for the opportunity to provide testimony in strong support of Governor's Message 581.



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAI'I
OFFICE OF THE DIRECTOR
DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS
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HONOLULU, HAWAII 96809
Phone Number: (808) 586-2850
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cca.hawaii.gov

JOSH GREEN, M.D.
GOVERNOR | KE KIA'ĀINA

SYLVIA LUKE
LIEUTENANT GOVERNOR | KA HOPE KIA'ĀINA

NADINE Y. ANDO
DIRECTOR | KA LUNA HO'OKELE

DEAN I HAZAMA
DEPUTY DIRECTOR | KA HOPE LUNA HO'OKELE

Testimony of
DEAN I HAZAMA
Deputy Director for the
Department of Commerce and Consumer Affairs

Before the
Senate Committee on Labor and Technology
Friday, March 7, 2025
3:00 PM
Conference Room 224

G.M. 580 SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE
CHAIRPERSON OF THE HAWAII LABOR RELATIONS BOARD,
GUBERNATORIAL NOMINEE, DWIGHT TAKAMINE,
FOR A TERM TO EXPIRE 06-30-2030

Chair Aquino, Vice Chair Lee, and members of the committee:

I strongly support the confirmation of Dwight Takamine as Chairperson of the Hawaii Labor Relations Board.

I have had the pleasure of working alongside Mr. Takamine while serving as the Chairperson of the State Apprenticeship Council, Workforce Development Division when he was the Director of the Department of Labor and Industrial Relations (DLIR). Dwight Takamine has always been a strong but fair leader, supportive of labor and workforce development programs that provide opportunities for people to obtain jobs, train them to get higher wages, and ensure a workforce is there to support future economic growth and work. His years of service as Director of the DLIR fits perfectly with this role as Chairperson of the Hawaii Labor Relations Board. In addition, his

familiarization in working with other departments and the Legislature will be invaluable for continuing positive relationships required in this position.

As Governor Green's administration is committed to addressing the many issues facing our State in a direct and forthright manner, she will be an integral part of the team to achieve the goals of this administration in an honest, transparent, accountable, and responsive manner.

Thank you for the opportunity to provide testimony.



JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA

BRENN A. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

BRIAN K. FURUTO
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENN A. HASHIMOTO
Director, Department of Human Resources Development

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Friday, March 7, 2025

3:00 PM

State Capitol, Conference Room 224

In consideration of

GM580 Submitting for consideration and confirmation as the Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 6-30-2030.

Chair Aquino, Vice Chair Lee, and the members of the committee:

The Department of Human Resources Development (HRD) supports the nomination and confirmation of Mr. Dwight Takamine as the Chairperson of the Hawai'i Labor Relations Board.

Mr. Takamine is well-qualified to lead in this capacity as he has a proven track record of public service - first as a legislator in both the House and Senate, then as the director of the Department of Labor and Industrial Relations. With this background, Mr. Takamine has built a strong appreciation for and knowledge of the issues that both labor and management face. Given his many years of public service, Mr. Takamine understands government and public policy, which will serve the department and the state well.

Thank you for the opportunity to provide testimony on this measure.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



RYAN I. YAMANE
DIRECTOR
KA LUNA HO'OKELE

JOSEPH CAMPOS II
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII
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DEPARTMENT OF HUMAN SERVICES
KA 'OIHANA MĀLAMA LAWELawe KANAKA
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Honolulu, Hawaii 96809-0339

TRISTA SPEER
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

March 4, 2025

TO: The Honorable Senator Henry J.C. Aquino, Chair
Senate Committee on Labor and Technology

FROM: Ryan I. Yamane, Director

SUBJECT: **GM 580 - Submitting for consideration and confirmation as the Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030.**

Hearing: March 7, 2025, 3:00 p.m.
Conference Room 224 & Videoconference, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) supports the Governor's nomination of Dwight Takamine as Chairperson of the Hawaii Labor Relations Board.

PURPOSE: The Hawai'i Labor Relations Board enforces and protects the rights of employees and unions to organize and bargain collectively in balance with the rights of employers to manage operations and resolve labor disputes brought before it in accordance with provisions of chapters 89 and 377, Hawaii Revised Statutes (HRS). Section 89-5(f), HRS, further provides that the chairperson of the board shall be responsible for the administrative functions of the board.

I have known and worked with Dwight Takamine for more than 20 years and he has always been very responsive and collaborative. His education and long career of service to the people of Hawaii have prepared him for his current role as the Chair of the Hawaii Labor

March 4, 2025

Page 2

Relations Board, which he has been serving as interim since October 2024. Mr. Takamine is a graduate of Honokaa High School, University of Manoa, and the William Richardson School of Law. His legislative experience in the State House and Senate, his leadership at the Director of the Department of Labor & Industrial Relations, and his work with the ILWU provide him with tremendous insight and problem solving experience to address and resolve labor challenges before the Board.

Thank you for the opportunity to provide testimony in strong support of this nomination.



SYLVIA LUKE
LIEUTENANT GOVERNOR
Ke Ke'ena O Ka Hope Kia'āina

The 33rd Legislature, State of Hawaii
Senate Committee on Labor and Technology
March 7, 2025

Testimony on
**G.M. 580 – Confirmation of Mr. Dwight Takamine as
Chairperson of the Hawai'i Labor Relations Board**

Chair Aquino, Vice Chair Lee, and Members of the Committee:

I am honored to offer my strong support for the confirmation of Dwight Takamine as Chairperson of the Hawai'i Labor Relations Board. Dwight's extensive experience and unwavering dedication to the rights and well-being of workers make him an exceptional candidate for this important role.

As a respected leader in labor relations and a former Director of the Department of Labor and Industrial Relations, Dwight has demonstrated a deep commitment to ensuring that workers' rights are protected and that employers and employees alike are treated fairly. His long-standing work in advocating for labor rights, coupled with his deep understanding of Hawaii's unique workforce challenges, makes him uniquely qualified to lead the Hawai'i Labor Relations Board. His experience in both the legislative and executive branches of government has given him a keen understanding of the legal frameworks and practical considerations needed to navigate complex labor disputes and policy decisions.

Dwight has consistently proven his ability to build consensus and promote fair labor practices. His wealth of knowledge and leadership will undoubtedly be an invaluable asset to the Hawaii Labor Relations Board, as he will continue to advocate for a system that is just, efficient, and reflective of the values we hold in Hawai'i.

For these reasons, I respectfully request the Committee's favorable consideration in confirming Dwight Takamine as Chairperson of the Hawaii Labor Relations Board. Thank you for the opportunity to provide testimony in support of his appointment.



HAWAI‘I CIVIL RIGHTS COMMISSION

KOMIKINA PONO KIWILA O HAWAI‘I

830 PUNCHBOWL STREET, ROOM 411, HONOLULU, HI 96813 · PHONE: (808) 586-8636 · FAX: (808) 586-8655 · TDD: (808) 586-8692

Friday, March 7, 2025
Conference Room 224 & Videoconference

To: The Honorable Henry J.C. Aquino, Chair
The Honorable Chris Lee, Vice Chair
Members of the Senate Committee on Labor and Technology

From: Marcus L. Kawatachi, Executive Director

Re: G.M. 580

Nomination of Dwight Takamine for Confirmation as Chairperson of the Hawai‘i Labor Relations Board

I strongly support the nomination of Dwight Takamine to be the Chairperson of the Hawai‘i Labor Relations Board (HLRB). I have worked at the Hawai‘i Civil Rights Commission (HCRC) since 1996, and have served as its Executive Director since 2023. Over the years Mr. Takamine has consistently impressed me, first in his role as Director of the Department of Labor and Industrial Relations (DLIR)—the department to which the HCRC is administratively attached—and more recently as the Interim Chairperson of the HLRB.

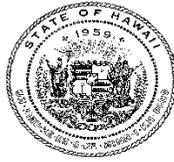
The mission of the HLRB is to enforce and protect the rights of employees and unions to organize and bargain collectively in balance with the rights of employers to manage operations, as provided by law, and to fairly and efficiently resolve labor disputes brought before it. Dwight Takamine is ideally suited to lead the HLRB in carrying out this vital mission. He has decades of substantive experience in labor-related issues, coming from the diverse perspectives of state legislator, DLIR Director, and private attorney. He is an empathetic leader, an excellent communicator, and he skillfully builds bridges between different groups. He earns universal respect in his work through his professionalism and preparedness, and by operating with fairness

and integrity at all times. There is no question that Mr. Takamine has been a dedicated public servant, and I know that he will continue to tirelessly serve the people of this state if confirmed.

I urge the Committee and the Senate to approve and confirm the nomination of Dwight Takamine to be the Chairperson of the HLRB. Thank you for your consideration.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS
ADMINISTRATOR

**STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA
WORKFORCE DEVELOPMENT DIVISION**

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Email: dlir.workforce.develop@hawaii.gov

To: The Honorable Henry J.C. Aquino, Chair,
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

Date: Friday, March 7, 2025
Time: 3:00 p.m.
Place: Conference Room 224, State Capitol

From: Maricar Pilotin-Freitas, Administrator
Department of Labor and Industrial Relations Workforce Development
Division

GM 580: Submitting for Consideration and Confirmation as the Chairperson of the
Hawaii Labor Relations Board

Chair Aquino, Vice Chair Lee, and Members of the Committee:

I strongly support Mr. Dwight Takamine's confirmation as the Hawaii Labor Relations Board Chairperson.

My name is Maricar Pilotin-Freitas, and I am the Workforce Development Division Administrator (WDD) Administrator. I am honored to provide this testimony in support of Mr. Takamine. I had the privilege of working with Dwight Takamine while he was the Director of Labor and Industrial Relations (DLIR). I have witnessed his leadership and commitment to creating partnerships through collaboration. During his tenure as DLIR Director, the Workforce Development Division (WDD) Summer Youth Employment Team was honored by former Governor Neil Abercrombie for WDD's outstanding contribution to providing over 1,000 youth with paid internships.

Mr. Takamine fosters teamwork, as he demonstrated during the closure of the Hamakua Plantation. I believe his dedication to upholding the law and his passion for serving the people are qualities that will make him an asset as the Hawaii Labor Relations Board Chairperson.

Thank you for the opportunity to testify in support of Mr. Dwight Takamine's confirmation as the Chairperson of the Hawaii Labor Relations Board.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

ANNE PERREIRA-EUSTAQUIO
UI ADMINISTRATOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA
UNEMPLOYMENT INSURANCE DIVISION
830 PUNCHBOWL STREET, ROOM 325
HONOLULU, HAWAII 96813
www.labor.hawaii.gov
Phone: (808) 762-5751 / Fax: (808) 586-9077
Email: dlir.ui.pdces@hawaii.gov

March 7, 2025

To: The Honorable Henry J.C. Aquino, Chair,
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

Date: Thursday, March 7, 2025
Time: 3:00 p.m.
Place: Conference Room 224, State Capitol

From: Anne E. Perreira-Eustaquio, UI Administrator
Department of Labor and Industrial Relations
Unemployment Insurance Division

Re: G.M. 580; Submitting for consideration and confirmation as the Chairperson of
the Hawaii Labor Relations Board, Gubernational Nominee, Dwight Takamine

Chair Aquino, Vice Chair Lee, and Members of the Senate Committee on Labor and
Technology,

I am honored to submit this testimony in strong support of G.M. 580, nominating Dwight Takamine for Chairperson of the Hawaii Labor Relations Board. Having had the privilege of working directly with Mr. Takamine during his tenure as Director of the State of Hawaii Department of Labor and Industrial Relations, I can personally attest to his outstanding leadership, deep commitment to public service, and unwavering dedication to the people of Hawaii.

I am proud to say that both Dwight and I were raised on the Big Island, and we share a deep understanding and compassion for the people of Hawaii. During his time as Director, Mr. Takamine worked tirelessly to strengthen labor protections, improve workforce development programs, and ensure fair and just policies for Hawaii's workers. His ability to navigate complex challenges with integrity and compassion was evident in every aspect of his work. He fostered collaboration among stakeholders and implemented policies that had a lasting positive impact on the state's labor force.

G.M. 580
Testimony of Anne E. Perreira-Eustaquio
March 7, 2025
Page 2 of 2

Beyond his expertise in labor and industrial relations, Mr. Takamine brings a wealth of experience from his distinguished career in public service, including his tenure as a state legislator. His deep understanding of Hawaii's unique economic and social landscape, coupled with his proven leadership, makes him an outstanding choice for this position.

I am confident that Mr. Takamine will continue to serve with the same diligence, fairness, and commitment that have defined his career. For these reasons, I humbly request your favorable consideration of the nomination of Dwight Takamine as Chairperson of the Hawaii Labor Relations Board.

Thank you for the opportunity to provide testimony.



1200 Ala Kapuna Street • Honolulu, Hawai'i 96819
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Osa Tui, Jr.
President

Logan Okita
Vice President

Cheney Kaku
Secretary-Treasurer

Ann Mahi
Executive Director

TESTIMONY TO THE HAWAI'I SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Item: **GM580 – Consideration and Confirmation of Dwight Takamine as the Chairperson of the Hawai'i Labor Relations Board**

Position: **Support**

Hearing: **Friday, March 7, 2025, 3:00 p.m., Room 224**

Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Dear Chair Aquino, Vice Chair Lee, and members of the committee,

The Hawai'i State Teachers Association **supports** GM580, confirming gubernatorial nominee Dwight Takamine as Chairperson of the Hawai'i Labor Relations Board (HLRB) for a term expiring June 30, 2030.

Mr. Takamine has dedicated his career to public service and labor advocacy, demonstrating the knowledge, experience, and leadership necessary for this role. Since November 2024, he has served as interim Chairperson of the HLRB, bringing professionalism and competence to labor-related matters.

A proud graduate of Honoka'a High School and the William S. Richardson School of Law, Mr. Takamine values public education and community service. His extensive experience as a labor attorney, state legislator, and Director of the Department of Labor and Industrial Relations equips him with a deep understanding of labor relations, policy implementation, and dispute resolution. His background provides him with a comprehensive perspective on the challenges and opportunities facing both workers and employers in Hawai'i.

His legal expertise, combined with decades of experience in public service, allows him to approach complex labor matters with sound judgment and dedication to the well-being of Hawai'i's workforce. Mr. Takamine's confirmation will ensure continued stability and fairness in labor relations across the state.

The Hawai'i State Teachers Association asks your committee to **support** recommending confirmation to the full Senate.

DWIGHT TAKAMINE
INTERIM CHAIRPERSON



STACY MONIZ
BOARD MEMBER

CLARK HIROTA
BOARD MEMBER

830 PUNCHBOWL STREET, ROOM 434
HONOLULU, HAWAII 96813

HAWAII LABOR RELATIONS BOARD
KA PAPA LIMAHANA O HAWAII

WWW.LABOR.HAWAII.GOV/HLRB
DLIR.LABORBOARD@HAWAII.GOV

March 6, 2025

Senator Henry Aquino, Chair
Senator Michael Lee, Vice Chair
Members of the Senate Committee on Labor
Hawaii State Senate Labor Committee
415 S. Beretania Street, Room 202
Honolulu, Hawaii 96813

Re: Governor's Message No. 580
Dwight Takamine, Hawaii Labor Relations Board

Dear Chair Aquino, Vice Chair Lee, and Members of the Committee:

Thank you for the opportunity to present testimony regarding the confirmation of Dwight M. Takamine as Chairperson of the Hawaii Labor Relations Board (HLRB). I am pleased to support Mr. Takamine's appointment fully and unequivocally.

I am Eve Yeung, executive officer for HLRB. HLRB is tasked with the responsibilities of interpreting and resolving disputes under Hawaii Revised Statutes (HRS) Chapters 89, the public sector collective bargaining law, HRS Chapter 377, the state private sector collective bargaining law, and hearing and ruling on *de novo* appeals on citations issued under HRS Chapter 396, the state occupational safety and health law. The HLRB Board is made up of one representative from the employers, one representative from the employees, and one representative of the public interest.

Mr. Takamine's long career in the area of labor is exceptional and would contribute to the HLRB chairperson position immensely. His 26-year experience in law-making in the legislature will be instructive in guiding board decisions based on legislative intent. After serving in the State Senate where he chaired the Committee on Labor, Mr. Takamine was appointed to the Director of the Department of Labor, where he gained an acute understanding of administrative law and agency operations.

This combined skillset at the legislature and at the Department of Labor is essential now more than ever, as HLRB is presently tasked with creating and implementing new rules under Act 143, which provides HLRB the authority to create new bargaining units. For the following few years, HLRB will need to navigate these new rules and the direct effect it will have at various levels of the community. Mr. Takamine's experience makes him the precise leader HLRB needs to navigate these uncharted waters.

Disputes before the HLRB are between employees, unions, and employers, which can have extraordinary consequences in our state, particularly in the event of a strike. The chair of the Board is tasked to not only remain neutral and represent the public interest, but must also possess the patience and integrity to strike a balance in guiding parties mired in contention. I have witnessed Mr. Takamine maintain a positive judicial demeanor and accord each board member's opinion with respect. Mr. Takamine is deliberate and endeavors to thoroughly consider all the specific facts of each case, the positions of the parties, and the perspectives of his fellow Board members. His profound skill in working with different opinions, personalities, and interpretations of the law undoubtedly makes him a strong leader to carry the mission of HLRB, which is to promote the harmonious and cooperative relationship between government and employees. But most significantly, I believe that Mr. Takamine's personal qualities of humility and thoughtfulness make him a uniquely qualified leader for HLRB.

Thank you for the opportunity to share with you my testimony in support of Mr. Takamine.

Respectfully Submitted,

/s/ Eve Yeung
Eve Yeung, Executive Officer
Hawai'i Labor Relations Board



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE REGULAR SESSION OF 2025

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Henry J.C. Aquino, Chair

Senator Chris Lee, Vice Chair

Friday, March 7, 2025, 3:00 PM
Conference Room 224 & Videoconference

Re: Submitting for consideration and confirmation as the Chairperson of the Hawaii Labor Relations Board gubernatorial nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030

Chair Aquino, Vice Chair Lee, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO ("UPW") is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents 1,500 members in the private sector.

UPW **strongly supports** GM80, which nominates Mr. Dwight Takamine, Jr. as the Chairperson of the Hawaii Labor Relations Board ("HLRB"), for a term to expire 06-30-2030.

As an elected official in the State House of Representatives and State Senate from 1984 to 2010, Mr. Takamine served as the chairperson of the respective labor committees. In addition to his background as a policymaker who understands the many labor-related issues and pertinent statutes in Hawaii, Mr. Takamine also served as Director of the Department of Labor and Industrial Relations ("DLIR") during the Abercrombie Administration. UPW believes his well-rounded experience with labor uniquely makes Mr. Takamine an ideal candidate for Chair of the HLRB.

Mahalo for the opportunity to testify in support of Mr. Takamine's nomination.

HEADQUARTERS

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The Senate Committee on Labor, and Technology

March 7, 2025

Room 224

3:00 PM

RE: GM 580, Submitting for Consideration and Confirmation as the Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, Dwight Takamine, for a term to expire on 06-30-2030

Attention: Chair Henry Aquino, Vice Chair Chris Lee and Members of the Committee

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members across Hawai'i's statewide 10-campus system, **strongly supports GM 580**, to confirm the appointment of Dwight Takamine as the Chairperson of the Hawai'i Labor Relations Board.

Mr. Takamine is a dedicated advocate and public servant for our State of Hawai'i. Prior to his appointment to the Hawai'i Labor Relations Board (HLRB), Mr. Takamine served in both the State House of Representatives and State Senate for a combined twenty-six years, in addition to practicing as a labor law attorney. During his time in the House, he served as Chairperson for the Committees on Finance, Water and Land, and Labor and Public Relations, as well as the Committee on Labor in the Senate.

Following his tenure in elected office, Mr. Takamine served as the Director of Labor and Industrial Relations during the Abercrombie Administration, and later as the legislative director for ILWU - Local 142. Mr. Takamine's extensive professional background showcases his vast knowledge and understanding of the process, procedure, and operation of the HLRB, and makes him an ideal candidate for this Board.

Mr. Takamine has been a staunch advocate for Hawai'i's working families. He has upheld a highly professional work ethic throughout his career, while maintaining the necessary compassion and understanding essential to do his job effectively. Mr. Takamine's institutional knowledge, and ability to address and resolve issues will be invaluable to work required at the HLRB.

**University of Hawaii
Professional Assembly**



UHPA appreciates the opportunity to **strongly support** the appointment of Dwight Takamine as the Chairperson of the Hawai'i Labor Relations Board.

Respectfully submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly

University of Hawaii
Professional Assembly



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii
The Senate
Committee on Labor and Technology

Testimony by
Hawaii Government Employees Association

March 7, 2025

GM 580 – SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE
CHAIRPERSON OF THE HAWAII LABOR RELATIONS BOARD, GUBERNATORIAL
NOMINEE, DWIGHT TAKAMINE, FOR A TERM TO EXPIRE 6-30-2030

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the nomination of Dwight Takamine, as the Chairperson of the Hawaii Labor Relations Board.

Mr. Takamine served as a member of the Hawaii State House of Representatives for over two decades, where he chaired various committees including the Committee on Labor and Public employment for six years, and the Committee on Finance. Mr. Takamine was also a member of the Hawaii State Senate, where he chaired the Senate Committee on Labor for two years. Additionally, Mr. Takamine served as the Director for the State Department of Labor and Industrial Relations for five years within then-Governor Abercrombie's administration. Mr. Takamine also served as the Legislative Director for the International Longshore and Warehouse Union (ILWU), Local 142.

Given Mr. Takamine's experience in public sector employment, collective bargaining, and labor relations, among others, in the State Legislature, State Executive Branch, and in the private sector, we fully believe that Mr. Takamine will prove to be impartial, valuable, and knowledgeable Chairperson on the Hawaii Labor Relations Board. We are confident that the voices of public employees, public employers, and the public will be fairly and equally heard.

We offer our unequivocal support and endorsement of Dwight Takamine's nomination as the Chairperson to the Hawaii Labor Relations Board and kindly ask the favorable consideration of your committee for his candidacy.

Respectfully submitted,

Randy Perreira
Executive Director



Randy Perreira
President

HAWAII STATE AFL-CIO

888 Mililani Street, Suite 501 • Honolulu, Hawaii 96813

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The Thirty-Third Legislature
The Senate
Committee on Labor and Technology

Testimony by
Hawaii State AFL-CIO

March 7, 2025

TESTIMONY IN SUPPORT OF GM580 - SUBMITTING FOR CONSIDERATION AND CONFIRMATION
AS THE CHAIRPERSON OF THE HAWAII'I LABOR RELATIONS BOARD, GUBERNATORIAL NOMINEE,
DWIGHT TAKAMINE, FOR A TERM TO EXPIRE 06-30-2030

Chair Aquino, Vice Chair Lee, and members of the committee:

The Hawaii State AFL-CIO is a state federation of 76 affiliate labor organizations representing over 69,000 union members across Hawaii in industries including healthcare, construction, hospitality, entertainment, transportation, and government. The Hawaii State AFL-CIO serves its affiliates by advocating for the rights of working families, promoting fair wages, safe working conditions, and policies that strengthen Hawaii's workforce.

We support GM580, which seeks the confirmation of Dwight Takamine as the Chairperson of the Hawai'i Labor Relations Board.

Mr. Takamine's extensive experience in labor and government, including his tenure as Director of the Department of Labor and Industrial Relations and his legislative service, demonstrates a strong commitment to fair labor practices. Additionally, his legal background and policymaking expertise make him well-qualified to oversee labor disputes and collective bargaining matters with fairness and accountability.

We respectfully request the committee's favorable consideration of his nomination.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Perreira".

Randy Perreira
President

Lee Collver-Richards
Executive Producer
Aunty & Uncle Productions
Post Office Box 174
Laupāhoehoe, HI 96764
leecollver@proton.me
1-323-203-8843

15 February 2025

The Honorable Senator Henry Aquino

State Capitol Room 204

Honolulu, Hawai'i 96813

Re: Governor's Message 580

Aloha

Dwight Takamine is first and foremost a Hawaiian. A man with deep roots and unshakeable values forged in the Hawai'i of Aloha. Everything he does is with the highest and best good of the land and its people in mind and heart, as a first requirement. It is his reason for being and it shows in his every word and deed.

We, at Aunty & Uncle Productions, could never have accomplished the task set forth by the Honoka'a Heritage Center, to produce a documentary film honoring the 'Ohana of the Hāmākua Coast without the skill and integrity of Dwight Takamine.

Mr. Takamine devoted over nine months of daily phone calls, planning, organizing, filming, gathering historical evidence, and production meetings. He managed to bring together more than 700 families for the October 5, 2024 "Sugar Worker Recognition Luncheon". Rekindling the themes and values of plantation days where the whole community cared for the whole community, all the time, no matter what. He sparked a

renewal that is reverberating throughout this community, and it is a wonderful outcome.

It is with great humility and pride we offer our highest recommendation for Mr. Dwight Takamine to the Office of Chair to which The Governor of Hawai'i has appointed him. Please confirm this appointment. Mr. Takamine embodies the kind of leadership We-The-People need in every aspect of our governing bodies.

Mahalo



Lee Anne Collver-Richards

LACR/

INTERNATIONAL LONGSHORE & WAREHOUSE UNION



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The Thirty-Third Legislature
Regular Session of 2025

THE SENATE

Committee on Labor and Technology
Senator Henry Aquino, Chair
Senator Chris Lee, Vice Chair
Hawaii State Capitol
Conference Room 224 & Videoconference
March 7, 2025 3:00 p.m.

TESTIMONY OF THE ILWU INTERNATIONAL – HAWAII ON GM 580 IN SUPPORT FOR CONFIRMATION OF GUBERNATORIAL NOMINEE DWIGHT TAKAMINE

Chairman Aquino, Vice Chair Lee, and Committee Members,

The ILWU International Hawaii is honored to provide testimony in **strong support** of Dwight Takamine's confirmation to the Hawaii Labor Relations Board. Mr. Takamine is a person of exceptional integrity, compassion, and understanding. We have witnessed firsthand his steadfast commitment to advocating for and protecting workers' rights, consistently demonstrating his ability to effectively enforce and safeguard the rights of employees.

With a profound and comprehensive understanding of Hawaii's labor history, Mr. Takamine is well-aware of the unique challenges faced by our working-class families. He approaches every issue with objectivity, fairness, and balance, exemplifying the highest standards of professionalism. He recognizes the importance of fostering open communication and collaboration between unions, employers, and employees to ensure equity and fairness within Hawaii's labor sector.

Mr. Takamine would undoubtedly be an invaluable asset to both the State of Hawaii and the Hawaii Labor Relations Board. If confirmed, we are confident that he will not only meet but exceed the high standards expected of him.

Respectfully submitted,

Brandon W. K. Wolff
Vice President – Hawaii
ILWU International



February 28, 2025

Senate Committee on Labor and Technology

Dear Chair Aquino:

I am writing to express my strong support for the appointment of Dwight Takamine as Chair of the Hawaii Labor Relations Board. As a small business owner in Hilo and a practicing physical therapist, I have had firsthand experience navigating the challenges of Hawaii's labor system, particularly in the area of workers' compensation. Having worked with Mr. Takamine over the years, I can say with confidence that his extensive experience, leadership, and deep understanding of labor issues make him exceptionally well-qualified for this role.

Mr. Takamine has dedicated his career to labor relations and workforce advocacy, serving as a labor attorney, Director of the Department of Labor and Industrial Relations, and a longtime legislator, including as a State Senator and Chair of the Committee on Labor. His leadership in crafting fair labor policies, advocating for both employees and employers, and ensuring a balanced approach to economic growth has left a lasting impact on Hawaii.

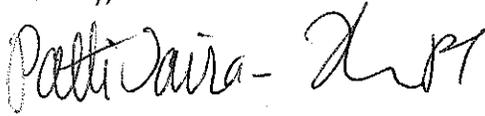
As a physical therapist, I regularly work with patients injured on the job. The workers' compensation system in Hawaii is convoluted and challenging to navigate—so much so that many physicians in Hilo refuse to take on workers' compensation cases. Over the years, I have met with business and community leaders to discuss these issues and have seen firsthand Mr. Takamine's outstanding understanding of the system. He has represented clients who have been treated unfairly and has consistently fought for fair and just outcomes. His expertise in workers' compensation is unparalleled, and his ability to navigate this complex system makes him an invaluable asset to the Labor Relations Board.

As a small business owner, I have also experienced the challenges of running a business in Hawaii, including the financial strain caused by the Unemployment Insurance Rate increase in 2010. That year, my insurance rates doubled, forcing difficult decisions, including laying off an employee. The Big Island continues to have the highest unemployment rate in the state, and because Mr. Takamine was born and raised here, he understands the critical balance between supporting businesses, ensuring fair wages and benefits for employees, and promoting sustainable economic growth. His deep-rooted connection to our island and his comprehensive

understanding of labor issues uniquely qualifies him to lead the Hawaii Labor Relations Board with fairness, insight, and sound judgment.

For these reasons, I strongly urge you to appoint Dwight Takamine as Chair of the Hawaii Labor Relations Board. His leadership, experience, and commitment to Hawaii's workforce make him the ideal choice for this important position. Please feel free to contact me if I can provide any further information.

Sincerely,

A handwritten signature in black ink that reads "Patti Taira-Tokuuke". The signature is written in a cursive style with a horizontal line through the middle of the name.

Patti Taira-Tokuuke, M.S. PT
Owner



INTERNATIONAL LONGSHORE & WAREHOUSE UNION
LOCAL OFFICE • 451 ATKINSON DRIVE • HONOLULU, HAWAII 96814 • PHONE 949-4161

HAWAII DIVISION: 100 West Lanikaula Street, Hilo, Hawaii 96720 • **OAHU DIVISION:** 451 Atkinson Drive, Honolulu, Hawaii 96814
MAUI COUNTY DIVISION: 896 Lower Main Street, Wailuku, Hawaii 96793 • **KAUAI DIVISION:** 4154 Hardy Street, Lihue, Hawaii 96766
HAWAII LONGSHORE DIVISION: 451 Atkinson Drive, Honolulu, Hawaii 96814

LOCAL 142

March 4, 2025

The Thirty-Third Legislature
Regular Session of 2025

THE SENATE

Committee on Labor and Technology

Senator Henry J.C. Aquino, Chair

Senator Chris Lee, Vice Chair

State Capitol, Conference Room 224 & Videoconference

Friday, March 7, 2025; 3:00 PM

**STATEMENT OF THE ILWU LOCAL 142 ON GM 580 –
SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE CHAIRPERSON OF
THE HAWAII LABOR RELATIONS BOARD, GUBERNATORIAL NOMINEE,
DWIGHT TAKAMINE, FOR A TERM TO EXPIRE 06-30-2030.**

On behalf of the International Longshore and Warehouse Union Local 142, I am writing to express our **strong support** for Dwight Takamine to become the Chairperson of the Hawaii Labor Relations Board. We believe Mr. Takamine is highly qualified to uphold and defend the rights of workers in our state.

The ILWU has worked closely with the Hawaii Labor Relations Board on many occasions, and we are confident that Mr. Takamine will continue the board's tradition of fairness, transparency, and accountability. We believe that his appointment will ensure that our working-class people continue to receive the protections and rights they deserve.

Throughout his career, Mr. Takamine has demonstrated a deep understanding of Hawaii's labor history and the unique challenges facing our working men and women. His time as a State Legislator, as well as his work as a union and community advocate, speaks to his commitment to these issues.

We strongly urge you to support the confirmation of Dwight Takamine as Chairperson of the Hawaii Labor Relations Board. We are confident that he will serve the people of Hawaii with fairness and dedication.

Thank you for the opportunity to testify in **support of GM 580**.

Respectfully,

Christian West
President



Cade Watanabe, Financial Secretary-Treasurer

Gemma G. Weinstein, President

Eric W. Gill, Senior Vice-President

Wednesday, March 5, 2025

Hawaii State Legislature
Senate Committee on Labor & Technology
State Capitol
415 South Beretania St.

Re: GM 580 – Takamine, D. (Chairperson, Hawaii Labor Relations Board)

Chair Aquino, Vice-Chair Lee and Members:

UNITE HERE Local 5 – a local labor organization representing more than 10,000 hotel, health care and food service workers throughout Hawaii would like to offer comments in support of GM 580 and the appointment of Mr. Dwight Takamine as Chair of the Hawaii Labor Relations Board.

As an organization we have known Mr. Takamine for many years now, and in that time have observed first-hand his steadfast commitment towards defending the public's interest. As a former state legislator, labor attorney and Director of the Hawaii Department of Labor & Industrial Relations, Mr. Takamine brings with him a wealth of knowledge and experience to a post he has already held on an interim basis since late last year.

We are confident that Mr. Takamine, if confirmed, will continue to serve in our community's best interest, and utilize his diverse set of experiences and subject matter expertise to ensure fair and efficient resolutions of labor disputes that may come before the Board.

On a more personal note, I would like to offer my support as a one-time constituent – born and raised in Honoka'a, and now in my capacity as principal officer of UNITE HERE Local 5. I know Mr. Takamine personally to be an outstanding member of our community. With a long and distinguished record of community service, he is a proven advocate for working families; most notably for families like my own that saw the rise and fall of the sugar industry throughout our State.

Thank you for your consideration and I ask for your Committee's full support of GM 580.

Sincerely,

A handwritten signature in black ink, appearing to read 'Cade M. Watanabe', written over a circular stamp or seal.

Cade M. Watanabe



**TESTIMONY IN STRONG SUPPORT OF GM580, SUBMITTING FOR CONSIDERATION AND
CONFIRMATION TO THE HAWAII LABOR RELATIONS BOARD,
GUBERNATORIAL NOMINEE, DWIGHT TAKAMINE, FOR A TERM TO EXPIRE 06-30-2030.**

**SENATE COMMITTEE ON LABOR AND TECHNOLOGY
MARCH 7, 2025**

Chair Henry J.C. Aquino, Vice Chair Chris Lee, and Members of the Senate Committee on Labor and Technology:

My name is Liz Ho, and I am the Area Field Services Director in Hawai'i of the 1.4-million-member American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, the national union representing over 50,000 members in Hawai'i. AFSCME members are members of the Hawai'i Government Employees Association (HGEA), United Public Workers (UPW), United Nurses Association of California/Union of Health Care Professionals (UNAC/UHCP), and East-West Center Employees Association AFSCME Local 928. I am writing in **STRONG SUPPORT** of the appointment of Mr. Dwight Takamine as Chairperson to the Hawai'i Labor Relations Board (HLRB).

The mission of the HLRB is to enforce and protect the rights of employees and unions to organize and bargain collectively in balance with the rights of employers to manage operations, as provided by law, and to fairly and efficiently resolve labor disputes brought before it. By training and experience, Mr. Takamine is exceptionally qualified to serve on this board. Mr. Takamine has a distinguished career in public service and labor relations. He has served as the Director of the State of Hawai'i Department of Labor and Industrial Relations, where he demonstrated his commitment to protecting workers' rights and fostering fair labor practices. His legislative experience includes serving in both the State Senate and State House, where he held key leadership positions such as chair of the Senate Labor Committee and chair of the House Finance Committee. In addition to his legislative and executive roles, Mr. Takamine has extensive experience in labor advocacy, having served as Chief of Staff for UPW and Legislative Director for ILWU Local 142. His legal background, with over three decades of practice in labor law, further emphasizes his expertise and dedication to the field. Throughout his career, Mr. Takamine has consistently demonstrated his passion for advocating for workers' rights while maintaining a balanced approach to labor relations. His leadership and experience make him an ideal candidate to lead the HLRB and continue its mission of promoting fair and equitable labor practices in Hawai'i.

I strongly support and respectfully urge you to confirm Mr. Takamine to serve as the Chairperson of the HLRB, where he will undoubtedly provide excellent public service. Thank you for the opportunity to testify in support of Mr. Takamine and for your kind consideration of his appointment.

Respectfully submitted,

A handwritten signature in black ink that reads 'Liz Ho'.

Liz Ho
Area Field Director



TESTIMONY IN SUPPORT OF GM580, SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE CHAIRPERSON OF THE HAWAII LABOR RELATIONS BOARD, GUBERNATORIAL NOMINEE, DWIGHT TAKAMINE, FOR A TERM TO EXPIRE 06-30-2030.

**SENATE COMMITTEE ON LABOR AND TECHNOLOGY
MARCH 7, 2025**

Aloha Chair Aquino, Vice Chair Lee, and Members of the Labor and Technology Committee:

The Democratic Party of Hawai'i **STRONGLY SUPPORTS** GM580, SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE CHAIRPERSON OF THE HAWAII LABOR RELATIONS BOARD, GUBERNATORIAL NOMINEE, DWIGHT TAKAMINE, FOR A TERM TO EXPIRE 06-30-2030. Pursuant to the Platform of the Democratic Party of Hawai'i, we are committed to protecting and advancing the rights of workers and ensuring fair labor practices throughout our state.

Dwight Takamine's extensive experience and demonstrated commitment to labor rights make him eminently qualified to serve as Chairperson of the Hawai'i Labor Relations Board. His longstanding career in public service, including his tenure as a state legislator and Director of the Department of Labor and Industrial Relations, showcases his deep understanding of the complexities of labor relations in Hawai'i. We believe that his appointment will contribute significantly to the fair and effective administration of labor laws in Hawai'i, as his experience will allow him to address the needs of all parties involved in labor relations.

Mahalo nui loa for the opportunity to testify in strong support of GM 580. Should you have any questions or require further information, please contact the Democratic Party of Hawai'i at legislation@hawaiidemocrats.org.

Blake K. Oshiro, Esq.
222 S. Vineyard Street, Suite 401
Blake.Oshiro@808cch.com

Sen. Henry Aquino, Chair
Sen. Chris Lee, Vice-Chair
Members of the Labor and Technology Committee

Support for GM580 Submitting for consideration and confirmation as the Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030.

Dear Chair, Vice-Chair and Members -

I write in strong support of Dwight Takamine's confirmation to serve as the Chairperson of the Hawaii Labor Relations Board (HLRB).

I worked closely with Mr. Takamine when we both served together as legislators in the State House of Representatives and continued to work with him when we were in Governor Abercrombie's Administration, he as the Director of the Department of Labor and Industrial Relations and I served as the Governor's Deputy Chief of Staff. Since that time, we have also worked together outside official capacities in local politics.

Throughout all my years of knowing and working with Mr. Takamine, I have always seen him to be prepared, running an efficient, but fair, meeting even public hearings, and providing thoughtful outcomes for decisions. But, more importantly, I found that he was not afraid to take on the tough, complicated and often controversial issues.

I still recall as a freshmen legislator, when Mr. Takamine was the House Finance Committee Chair, our interaction over bills where even if we disagreed and held different positions because I wanted bills to advance that he had to hold and shelve, he gave me the time and consideration to explain his decisions, gave me a deeper understanding of the political undercurrents, and treated me professionally and respectfully, so that I left disappointed, but not upset.

These kinds of skills and interactions will be highly important as the Chair of the HLRB where the disputes are more often ending in clear wins vs. losses – not frequently a place of compromises. It is an area where many of the key players – the attorneys, the public sector employee and employer representatives – will return to that board over and over for disputes. And while no side should feel like they will win every time, I am confident that most will feel that they were given a fair shot.

I hope that you will look favorably upon his appointment to this position. If you have any questions, please feel free to contact me.

DWIGHT TAKAMINE
INTERIM CHAIRPERSON



STACY MONIZ
BOARD MEMBER

CLARK HIROTA
BOARD MEMBER

830 PUNCHBOWL STREET, ROOM 434
HONOLULU, HAWAII 96813

HAWAII LABOR RELATIONS BOARD
KA PAPA LIMAHANA O HAWAII

WWW.LABOR.HAWAII.GOV/HLRB
DLIR.LABORBOARD@HAWAII.GOV

March 5, 2025

The Honorable Henry J.C. Aquino, Chair
The Honorable Chris Lee, Vice Chair
Members of the Senate Committee on Labor and Technology
Hawaii State Capitol
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Aquino, Vice Chair Lee, and Members of the Committee:

Re: Governor's Message No. 580, Submitting for Consideration and Confirmation to the Hawaii Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030

I am Board Member Clark Hirota of the Hawaii Labor Relations Board (HLRB or Board), and I am in strong support of Governor Josh Green's nomination of Mr. Dwight Takamine to the position of Chairperson and Representative of the Public to the HLRB.

Throughout my professional career, which spans almost 30 years and which has been primarily focused on labor, I have had dealings with the HLRB as an advocate, as a witness, as an observer, and now as a Board member, and I have had the opportunity to experience five different Board Chairs. From November 2024, I have had the distinct honor and pleasure to work with Mr. Takamine during his interim chairmanship. During this period, Mr. Takamine has exhibited qualities which are integral for the position to which he is being nominated. These qualities include proper judicial temperament, analytical skills, the ability to work with others, the ability to take charge of situations, and the ability resolve matters where needed.

For the foregoing reasons, I strongly support Mr. Takamine's nomination and humbly recommend the advice and consent of the Hawaii State Senate to the appointment of Dwight Takamine as Chairperson to the HLRB. Thank you for giving me this opportunity to testify.

Very truly yours,

CLARK HIROTA
Representative of Management
Hawaii Labor Relations Board

DWIGHT TAKAMINE
INTERIM CHAIRPERSON



STACY MONIZ
BOARD MEMBER

CLARK HIROTA
BOARD MEMBER

830 PUNCHBOWL STREET, ROOM 434
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March 5, 2025

The Honorable Henry J.C. Aquino, Chair
The Honorable Chris Lee, Vice Chair
Members of the Senate Committee on Labor and Technology
Hawaii State Capitol
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Aquino, Vice Chair Lee, and Members of the Committee:

Re: Governor's Message No. 580, Submitting for Consideration and Confirmation to the Hawaii Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030

I am Board Member Clark Hirota of the Hawaii Labor Relations Board (HLRB or Board), and I am in strong support of Governor Josh Green's nomination of Mr. Dwight Takamine to the position of Chairperson and Representative of the Public to the HLRB.

Throughout my professional career, which spans almost 30 years and which has been primarily focused on labor, I have had dealings with the HLRB as an advocate, as a witness, as an observer, and now as a Board member, and I have had the opportunity to experience five different Board Chairs. From November 2024, I have had the distinct honor and pleasure to work with Mr. Takamine during his interim chairmanship. During this period, Mr. Takamine has exhibited qualities which are integral for the position to which he is being nominated. These qualities include proper judicial temperament, analytical skills, the ability to work with others, the ability to take charge of situations, and the ability resolve matters where needed.

For the foregoing reasons, I strongly support Mr. Takamine's nomination and humbly recommend the advice and consent of the Hawaii State Senate to the appointment of Dwight Takamine as Chairperson to the HLRB. Thank you for giving me this opportunity to testify.

Very truly yours,

CLARK HIROTA
Representative of Management
Hawaii Labor Relations Board

February 23, 2025

Lester T. Seto
68-1898 Eha Ko Place
Waikoloa, HI 96738

Senator Henry J.C. Aquino, Chair
Hawaii State Senate Committee on Labor and Technology
Hawaii State Capitol
415 S. Beretania Street
Honolulu, HI 96813

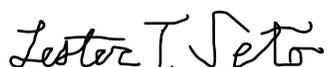
Dear Chair Aquino and Members of the State Senate Committee on Labor and Technology,

As a former employee and Interim Executive Director for the non-profit Hawai'i County Economic Opportunity Council (HCEOC), I had the privilege of working with Dwight Takamine from 2006 to 2013. He served as a member of the HCEOC Board of Directors for many years. When Dwight was appointed to be Director of Labor and Industrial Relations (DLIR) for the State of Hawai'i, he worked with HCEOC in insuring that the millions of state and federal dollars which DLIR entrusted to HCEOC would be used properly for the benefit of communities on the Island of Hawai'i.

Dwight was consistently balanced in looking out for the interests of workers and of management and business owners. He was a consensus builder, a team player, and always sought a "win/win" outcome for all people. He was accessible and approachable. He promptly returned phone calls and replied to emails and correspondence. He was candid and frank when he saw areas that HCEOC needed to improve, and at the same time, he offered solutions and support to help HCEOC address weaknesses.

On behalf of all those at HCEOC who interacted with Dwight during the years when he served as a member of our Board of Directors and when he oversaw DLIR funds that were awarded to HCEOC, I wholeheartedly support the appointment of Dwight Takamine to serve as Chairperson of the Hawai'i Labor Relations Board. In our experiences with him, we can attest to his intelligence, public service, wisdom, experience in labor and management related matters, stability, composure, fairness, respect for all people, openness to dialogue with those who have different viewpoints than his, and his lifelong quest to improve conditions in Hawai'i which will benefit everyone. I can't think of a person more qualified than Dwight Takamine to serve as the Chairperson of the Hawai'i Labor Relations Board.

Sincerely,



Lester T. Seto

HAWAII STATE LEGISLATURE
STATE SENATE
COMMITTEE ON LABOR AND TECHNOLOGY

Senator Henry J. C. Aquino, Chair
Senator Chris Lee, Vice-Chair

Friday, March 7, 2025, 9:00 a.m. Room 224
Governor's Message 580 Relating to Dwight Y. Takamine as Chairperson of the
Hawaii Labor Relations Board

Honorable Chair Henry J. C. Aquino, Vice-Chair Chris Lee, and
members of the Senate Labor and Technology Committee:

My name is Russel Yamashita and am a retired small business attorney. I request your committee to vote in favor of the confirmation of Dwight Y. Takamine for the position of Chairperson of the Hawaii Labor Relations Board. I have known Mr. Takamine since our college days at the University of Hawaii-Manoa when we were both legislative interns in our undergraduate days. We both went on to the Richardson School of Law and graduated in 1978.

Dwight's experience after law school is well documented as a labor attorney in Hilo, as a state legislator and director of the Hawaii Department of Labor. He has served his community tirelessly and diligently these many years. I am sure that letters and testimonies from his constituents, community organizations and business groups will attest to the high regard Dwight is held by the people of the Big Island and around the state.

In his capacity as the Chairperson, I know that concerns have been voiced in the news that Dwight is thought to be too "pro-labor" and would detrimental to the business community by placing additional burdens on businesses throughout the State. That is contrary to the Dwight that I know. He has always been open to talk to and work with all business people during his entire career, especially small businesses like family farms and retailers.

I believe that Dwight is an excellent fit for the position of Chairperson of the Hawaii Labor Relations Board and urge the favorable consideration of his nomination to that position.

TESTIMONY OF BRIAN KAU
BEFORE THE SENATE COMMITTEE ON
LABOR AND TECHNOLOGY

MARCH 7, 2025

GOVERNOR'S MESSAGE NO. 580
SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE CHAIRPERSON OF THE
HAWAI'I LABOR RELATIONS BOARD, GUBERNATORIAL NOMINEE, DWIGHT TAKAMINE, FOR
A TERM TO EXPIRE 06-30-2030

Chairperson Aquino, Vice Chair Lee, and Members of the Committee:

Thank you for the opportunity to testify on Governor's Message 580 regarding the consideration and confirmation of Dwight Takamine as the Chairperson of the Hawai'i Labor Relations Board. I strongly support this nomination. I have had the pleasure of working with Dwight for over two decades while he was serving as a Representative and Senator for the Hamakua and Waimea districts, and as Director of the Department of Labor and Industrial Relations. He has always stood up for the little guy and never shied away from difficult or controversial issues. His commitment to being as accessible as possible by all who seek him out will serve him well in this position. He has consistently shown himself to be fair and even handed and I have no doubt that he will serve the State with distinction.

GM-580

Submitted on: 2/24/2025 9:21:53 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Katie Benioni | Individual | Support | Written Testimony Only |

Comments:

I am in full support of the confirmation of Dwight Takamine. His exemplary career in public service and his dedication to serving the people of Hawai'i with integrity make him ideal for this position.

GM-580

Submitted on: 2/24/2025 10:26:53 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Steve Hirakami | Individual | Support | Written Testimony Only |

Comments:

I support Dwight Takamine's appointment. I have had the pleasure of working with Dwight on several occasions. His expertise and calm temperament will work well as the Chair of the Hawaii Labor Relations Board.

February 19, 2025

Senator Henry Aquino
State Capitol, Room 204
Honolulu, Hawaii 96813

Senator Aquino

I am writing this letter of support to nominate Dwight Takamine as Chairman of the Hawaii Labor Relations Board. He is a Labor attorney, former state representative, and Senator. He is also the former Director of the Dept. of Labor and Industrial Relations.

I have known Dwight for over thirty- five years and knows his compassion to serve and his devotion to public service.

Dwight comes highly qualified and experienced for this position.

I humbly ask for your consideration on his nomination.

Sincerely,



Curtis Takai
P.O. Box 47
Pepeekeo, Hawaii 96783
Ph: 808-936-6458 cell
Email: curtistakai@yahoo.com

GM-580

Submitted on: 2/24/2025 11:05:08 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Nancy Levenson | Individual | Support | Written Testimony Only |

Comments:

I respectfully submit this testimony in support of confirming Dwight Takamine as Chairperson of the Hawai'i Labor Relations Board for a term expiring 06-30-2030. He has consistently demonstrated a deep commitment to fair labor practices, a thorough understanding of labor law, and a proven ability to mediate complex disputes while fostering cooperation between labor organizations and management. These qualities make him exceptionally well-qualified to lead the Board effectively in today's dynamic labor environment.

For these reasons, I strongly urge the Senate to confirm his nomination.

In Re: GM 580 - Confirmation of Dwight Takamine as the Chair of the Department of Labor and Industrial Relations Board

Dear Senator Aquino and Members of the Hawaii Senate Labor Committee:

I am writing in support of the confirmation of Dwight Akamine as the next Chair of the Department of Labor and Industrial Relations Board (DLIRB).

I have known Mr. Takamine by his outstanding reputation for many years and based on my impressions, I am proud to urge your confirmation of his appointment. He has the necessary integrity, history, reputation and commitment to the labor community of Hawaii. His past experience in the Legislature and as Director of the Department of Labor makes him uniquely qualified to lead the DLIRB. Further, he has

a long and distinguished record of public service for the benefit of the people of Hawaii. So, it is without reservation that i ask you to vote for his confirmation as Chair of the DLIRB.

Please feel free to contact me if I can be of further assistance.

Respectfully,



**Walter Kirimitsu
Former Judge of the Hawaii State
Intermediate Court of Appeals
cell phone 808 282-8107
wskirimitsu@gmail.com**

GM-580

Submitted on: 2/25/2025 8:44:49 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Noekeonaona Kirby | Individual | Support | Written Testimony Only |

Comments:

Aloha e Chair and Members of the Committee.

I submit this testimony in strong support of Dwight Takamine and his continued service to our community. Throughout my engagement with Mr. Takamine, he has exemplified the highest standard of leadership, support, integrity, and dedication to the people of Hawai‘i.

I fully support Mr. Takamine’s confirmation as his vision, experience, and aloha will continuously serve the people of Hawai‘i.

Mahalo for your time and consideration,

Noe Kirby, Kaho‘iwai Center for Adult Teaching and Learning

GM-580

Submitted on: 2/25/2025 8:54:59 PM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Marian Tsuji | Individual | Support | Written Testimony Only |

Comments:

Good afternoon, Chair Aquino, Vice Chair Lee and members of the committee. I am writing in **strong support of Dwight Takamine's** nomination as the Chairperson of the Hawaii Labor Relations Board.

I have worked with Dwight in his various capacities as a Representative in the House of Representatives and as the Director of the Hawaii Department of Labor and Industrial Relations. It was in his role as the Director where we worked most closely at the Workforce Development Council.

Dwight is an experienced leader who listens. He hears all sides of an issue before jumping to conclusions. It is this quality that will be a valuable asset at the Labor Relations Board.

Thank you for your consideration.

Brian Taniguchi
2140 Armstrong Street
Honolulu, Hawaii 96822
February 27, 2025

Senator Henry Aquino, Chair
Senate Committee on Labor and Technology
State Capitol, Conference Room 224
Honolulu, Hawaii 96813

Re: Support Governor's Message 580 – Written Testimony Only

Dear Chair Aquino and Committee Members:

Thank you for the opportunity to provide written testimony in strong support of Mr. Dwight Takamine as Chair for the Hawaii Labor Relations Board.

I have known Dwight since we were undergraduates at the University of Hawaii Manoa. We attended the University of Hawaii Richardson School of Law, graduated and passed the Hawaii State Bar together. We served in the State House and the State Senate together although not always at the same time. During those years, I believe the 6 years we spent as respective House Finance Chair and Senate Ways and Means Chair were when we worked together very closely. He was creative, thorough and willing to listen to different approaches to the budget but always had a deep sense of who he was and where he came from.

I believe this gives me a rare perspective into his character and integrity. Dwight is an honest, intelligent, hard-working individual who supports the working people of Hawaii with heartfelt compassion. He will be an excellent HLRB Chair because he knows the laws well and his work as a former Labor Director makes him extremely qualified to be a good Chair. Some may say that he favors working people but I can assure you that he will be fair and treat all parties coming before him with the proper respect and equal priority.

Thank you for the opportunity to submit this written testimony on Governor's Message 580 and to support Dwight Takamine to be the Chair of the Hawaii Labor Relations Board. He will contribute to making Hawaii a better place.

Aloha,

Brian Taniguchi
Retired State Senator

GM-580

Submitted on: 2/27/2025 1:40:03 PM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|------------------------|
| J N Musto | Individual | Support | Written Testimony Only |

Comments:

GM580 TESTIMONY In SUPPORT of CONFORMATION

Appointment of Dwight Takemine as Chair of the Hawaii Labor Relations Board

Submitted by: J N. Musto, Ph.D., HLRB Board Member Emeritus

Chair Aquino, Vice Chair Lee, and Members of the Committee, I appreciate the opportunity to speak in favor of your confirmation of Dwight Takemine as the Chair of the HLRB. HRS Chapter 89 established a Board comprising three members, with the Chair being “representative of” the public. I can think of no one more qualified by background and temperament than Mr. Takamine (lawyer, former Senator and State House Member, Director of the State Department of Labor) to be appointed to the position of HLRB Chair.

For 35 years, I was the Executive Director of the University of Hawaii Professional Assembly and its Chief Negotiator and appeared before successive HLRB Chairs. In 2016, this Committee confirmed my appointment to the HLRB brought forth by Governor Ige. I understand the evolving statutory requirements given to the HLRB, and the expectations of the parties appearing before the Board—from elected officials, union leaders, employers, managers, pro se appearances, and most recently in the history of appeals from the decisions made by the Hawaii Occupational Safety & Health division. There is no doubt in my mind that Dwight Takamine understands what is necessary for the HLRB to meet the expectations of the law and the people of Hawaii who must depend upon this court for justice in both private and public employment. I also believe that Mr. Takamine fully understands that “justice delayed, is justice denied” and that he will work to assure that the claims brought to the Board will be adjudicated in a timely manner.

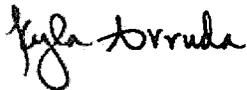
February 19, 2025

Senator Henry Aquino
State Capitol, Room 204
Honolulu, Hawaii 96813
Email: senaquino@capitol.hawaii.gov

Senator Aquino

I am writing this letter of support to nominate Dwight Takamine as Chairman of the Hawaii Labor Relations Board. He is a Labor attorney, former state representative, and Senator. He is also the former Director of the Dept. of Labor and Industrial Relations. Dwight comes highly qualified and experienced for this position. I humbly ask for your consideration on his nomination.

Sincerely,



Kyla Arruda
P.O. Box 963
Pepeekeo, Hawaii 96783
Email: paradiserei808@gmail.com

Nicole Garcia
Executive Director, Honoka‘a Heritage Center
45-3490 Māmane Street
Honoka‘a, HI 96727
ngarcia@honokaaheritagecenter.org
(808) 437-1947

February 27, 2025

Senator Henry J. C. Aquino, Chair and Senator Chris Lee, Vice Chair
Members of the Committee on Labor and Technology
Hawai‘i State Capitol, Conference Room 224
415 South Beretania Street
Honolulu, HI 96813

Chairpersons Aquino and Lee and Committee Members,

I appreciate the opportunity to submit this testimony in strong support of Dwight Takamine’s appointment as Chairperson of the Hawai‘i Labor Relations Board, for the term to expire 06-30-2030. As the Executive Director of the Honoka‘a Heritage Center and Organizer of the Hāmākua Sugar Days, I have worked closely with Dwight for several years on projects dedicated to preserving Hawai‘i’s labor history. His leadership, integrity, and dedication to workers and their families have been invaluable, and I have seen firsthand how his ability to bring people together has strengthened our community.

I first met Dwight several years ago while organizing events to bring former plantation workers together. Our collaboration grew into a series of *talk story* sessions, where former sugar workers, their families, union leaders, and support personnel shared their experiences. This initiative led to a formal oral history project in 2023, capturing the stories of those who built and sustained Hawai‘i’s plantation communities. What began as an effort to document the past soon turned into something much larger, an entire documentary film that would preserve and share these powerful histories for future generations. Dwight played a key role in making this happen, helping to organize interviews, coordinate with participants, and ensure that the voices of Hawai‘i’s workers were given the platform they deserve.

In 2024, we worked with a community group led by Dwight to organize a luncheon and ceremony honoring the contributions of former sugar workers. Thanks to his leadership, this event brought together over 800 workers and their families, and he successfully coordinated with ILWU leadership, elected officials, and community organizations to ensure these workers received the recognition they had earned. His efforts resulted in official certificates presented to the workers, a meaningful gesture of gratitude for their contributions to Hawai‘i’s history and economy.

What stands out most about Dwight is his deep respect for the labor force and his unwavering dedication to uplifting workers and their families. He is not just an organizer he is a bridge-builder, someone who understands how to connect people and create meaningful opportunities

for dialogue. His leadership is rooted in a genuine desire to serve, and his ability to unite individuals from all walks of life speaks to the respect and trust he has earned over the years.

Given his experience, integrity, and ability to navigate labor relations with fairness and vision, I have no doubt that Dwight is the ideal choice to serve as Chairman of the Hawai'i Labor Relations Board. His ability to work effectively with both labor and management, his deep knowledge of workers' rights, and his lifelong dedication to advocating for Hawai'i's workforce make him exceptionally well-qualified for this role.

I strongly urge the committee to confirm Dwight Takamine's appointment, as I have no doubt he will serve with the same dedication and leadership that have made him such a vital force in our community.

Mahalo nui loa,

A handwritten signature in black ink, appearing to read 'Nicole Garcia', with a stylized, cursive script.

Nicole Garcia
Executive Director, Honoka'a Heritage Center
Organizer, Hāmākua Sugar Days

DWIGHT TAKAMINE
INTERIM CHAIRPERSON



STACY MONIZ
BOARD MEMBER

CLARK HIROTA
BOARD MEMBER

830 PUNCHBOWL STREET, ROOM 434
HONOLULU, HAWAII 96813

HAWAII LABOR RELATIONS BOARD
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DLIR.LABORBOARD@HAWAII.GOV

March 7, 2025

The Honorable Henry J.C. Aquino, Chair
The Honorable Chris Lee, Vice Chair
Members of the Senate Committee on Labor and Technology
Hawaii'i State Capitol
415 South Beretania Street
Honolulu, Hawaii'i 96813

Dear Chair Aquino, Vice Chair Lee, and Members of the Committee:

Re: Governor's Message No. 580, Submitting for Consideration and Confirmation as the Chairperson of the Hawaii'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030

I am submitting this letter in support of Governor Josh Green's nomination of Dwight Takamine to serve as Chairperson of the Hawaii'i Labor Relations Board (HLRB). Dwight has had a long career in the State legislature, has served as Director of the Department of Labor and Industrial Relations, and has demonstrated his commitment to public service. I believe that commitment will carry over to his role as Chairperson of the HLRB in representing the public's interest. Mahalo for allowing me to submit this testimony.

Sincerely,

STACY MONIZ
Representative of Labor
Hawaii'i Labor Relations Board

March 7, 2025

The Honorable Henry J.C. Aquino, Chair
The Honorable Chris Lee, Vice Chair
Members of the Senate Committee on Labor and Technology
Hawai'i State Capitol
415 South Beretania Street
Honolulu, Hawai'i 96813

Dear Chair Aquino, Vice Chair Lee, and Members of the Committee:

Re: Governor's Message No. 580, Submitting for Consideration and Confirmation as the Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030

My name is Nora Ebata, and I am writing in support of Dwight Takamine's confirmation as Chairperson of the Hawai'i Labor Relations Board (HLRB or Board).

I am the former secretary to the Board. I retired from State service in December 2022 after having been employed with the Department of Labor and Industrial Relations (DLIR) for more than 50 years. Forty of those years were spent in service to what is today known as the HLRB. After retirement, I continued to volunteer at the HLRB, and since August 2024, I have been working on the HLRB's records management and retention project.

Interim Chair Takamine was appointed to the Board in November 2024. He has shown patience and determination as he works diligently to get up to speed with all aspects of the Board's work and operations. As a former legislator and DLIR Director, Interim Chair Takamine has the credentials and experience needed to serve as the Board's Chairperson and Representative of the Public as prescribed by §89-5(b) of the Hawai'i Revised Statutes.

I have worked with and served under every Board Chair and member of the HLRB since its inception, and I believe Interim Chair Takamine is committed to the Board and its mission. I humbly request your favorable consideration of Dwight Takamine as Chairperson of the Hawai'i Labor Relations Board.

Respectfully submitted,



Nora A. Ebata

GM-580

Submitted on: 3/1/2025 8:30:49 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|------------------------|
| Ken Okimoto | Individual | Support | Written Testimony Only |

Comments:

Aloha, I am strongly supporting confirmation of Dwight Takamine as Chairperson. I have known Dwight since we were both teenagers. Since those days, he has consistently continued as an honest, intelligent, sincere, caring, and fair person who really tries to hear all sides of an issue; even when he may strongly disagree with it. I have not been involved in union or labor matters, but I have seen him in action as he interacted with people coming from both labor and management points of view. This was especially so in the 1990's when we were part of the huge community effort to create new jobs and businesses along the Hamakua Coast when sugar shut down. Perhaps the most noticeable characteristic in such labor-management situations is that he listens. He will patiently and respectfully listen to different points of view, and try to recognize valid points from each person. He may come from a labor point of view, but he will carefully consider management's point of view. He knows that without a healthy business, there is no job for labor. He will decide things in a way that is fundamentally good for the people of Hawaii, not just for some of the people. Thank you for this opportunity to express my support for Dwight.



E 'ONIPA'A KAKOU, A KAU I KA NU'U
Let us move together as one to reach the summit

March 3, 2025

Aloha mai President Kouchi and Members of the Senate,

It is with great enthusiasm that I submit this testimony in support of Dwight Takamine's nomination as Chairperson of the Hawai'i Labor Relations Board. As a legal professional and longtime colleague of Dwight, I have had the opportunity to witness firsthand his extensive expertise in labor law, his deep commitment to justice, and his ability to mentor and inspire those around him.

Dwight's legal career, spanning from private practice to public service, has been marked by an unyielding commitment to fairness and the rule of law. His experience as an attorney specializing in labor issues, combined with his tenure as a legislator and Director of the State Department of Labor and Industrial Relations, gives him a rare and invaluable perspective on the intersection of law, policy, and workforce development. His ability to interpret and apply labor laws with precision and fairness makes him exceptionally qualified for this role.

Beyond his professional qualifications, Dwight has been an extraordinary mentor to many in the legal and public policy fields, myself included. His guidance, wisdom, and ethical leadership have shaped the careers of numerous legal professionals, labor advocates, and policymakers. He is generous with his knowledge, always willing to share his insights and expertise to support the growth of others. His mentorship is grounded in principles of justice, integrity, and service to the people of Hawai'i.

Given his extensive background, legal acumen, and dedication to public service, I strongly urge the Senate to confirm Dwight Takamine as Chairperson of the Hawai'i Labor Relations Board. His leadership will undoubtedly enhance the Board's effectiveness and ensure that it continues to serve the best interests of Hawai'i's workforce.

Me ke Aloha Pumehana,

Taffi Wise, PhD
Executive Director



GM-580

Submitted on: 3/4/2025 10:06:13 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|------------------------|
| Russell S. Kokubun | Individual | Support | Written Testimony Only |

Comments:

Aloha Chairman Aquino and members of the Senate Committee on Labor and Technology,

Thank you for this opportunity to express my full support for Mr. Dwight Takamine to serve as Chairman of HLRB. Having known and worked with Dwight for many years, I have no doubt that he will carry out his responsibilities with utmost integrity and fairness. Given his vast experience serving as chairman for several key committees in both the State House and Senate, his reliable work ethic will benefit any decision emanating from HLRB especially at this time when chaos and uncertainty are effecting countless government workers throughout Hawaii and America.

Thank you for your consideration.

Russell S. Kokubun

RECOMMENDATION/TESTIMONY TO SENATOR HENRY J. C. AQUINO, Chair

I wish to testify the Committee on Labor & Technology, take in consideration to select Gubernatorial Nominee Dwight Y. Takamine as the Chairperson of Hawai'i Labor Relations Board.

Dwight Takamine epitomizes those rare qualities most sought in today's government profession, toward representing the citizens in the State of Hawai'i. Dwight realizes that personal involvement and commitments are the cornerstone to any successful organization. Working with and understanding people is another of his strong traits. He knows the State of Hawai'i with his many years of legislative experiences. Born and raised in the community where labor management relations were utmost of importance and with his uncommon maturity and common sense, coupled with his ability to apply the correct amount of diplomacy and direct tact, allows him to obtain the best results for the citizens in the State of Hawai'i.

His work and value to the State of Hawai'i with knowledge of his technical specialty, total dedication and willingness to assist anyone in any capacity have made him a valued citizen in the State of Hawai'i. As a former House of Representative member and Finance Committee Chair, Dwight Takamine performed his duties in an exemplary and highly professional manner which awarded the construction of the first Veteran Home in the State of Hawai'i. Which today stands as the Yukio Okutsu State Veteran, a home for our many deserving veterans and their spouses.

Dwight Y. Takamine is most strongly recommended for consideration as Chairperson of the Hawai'i Labor Relations Board.

Mahalo Senator Aquino, Chair.

Delbert M. Nishimoto, Citizen/Veteran

Blayne Hanagami

Hilo, HI 96720

February 1, 2025

Honorable Henry J.C. Aquino,
Senator, District 19
Assistant Majority Whip
Hawai'i State Capitol, Room 204
415 South Beretania Street
Honolulu, HI 96813

Honorable Chairperson Aquino, Vice Chairperson Lee, Members of the Senate Labor and Technology Committee:

Referencing GM 580, I am writing in full support for Mr. Dwight Takamine as Chairman of the Hawai'i Labor Relations Board.

Formerly with the Hawai'i State Department of Labor and Industrial Relations, I had an exceptional opportunity to work with then Labor Director Takamine from December 2010 to February 2015. As the Big Island Branch Manager, I received constant and invaluable guidance as we dealt with major workforce and industry issues relative to Hawai'i Island. His thorough understanding of industry leaders, government officials (local, state and federal), organized labor leaders, and everyday workers uniquely paved the way for local managers like me to jointly develop re-employment strategies that were mutually acceptable to all parties. In short: Dwight is a consummate collaborator!

Even prior to his appointment as our Labor Director, his leadership roles as State Representative and State Senator (representing the Hamakua District) were invaluable in the arduous, long-term transition of these rural communities through the demise of the sugar industry to an alternate, sustainable future for all.

I humbly believe that Dwight Takamine's accomplished leadership and inter-personal skills, combined with an innate passion to serve his constituents—at all levels—will serve him well in this important capacity. Without doubt, all parties within his sphere of influence will be the true beneficiaries of his astute, fair and purposeful decision-making.

Please do not hesitate to contact me if you desire further information. Thank you very much for allowing me this opportunity to testify on his behalf.

Sincerely,

Blayne Hanagami
Hawai'i Branch Manager, Retired

Hawai'i State Legislature
The Thirty-Third Legislative Senate
Regular Session of 2025

Committee on Labor and Technology
Senator Henry J.C. Aquino, Chair
Senator Chris Lee, Vice Chair

Date: March 07, 2025
Time: 3:00 PM
Conference Room 224
Hawai'i State Capitol
415 South Beretania Street
Honolulu, Hawai'i 96813

Thank you for the honor of presenting testimony in support of Dwight M. Takamine to the position of Chairperson of the Hawai'i Labor Relations Board.

My name is Jane Higa Testa, Director of the Hawai'i County Department of Research and Development (2001-2008), Specialist/Administrator of the Hawai'i County Office of Aging (1980-2000), and Community Strategic Planner/Facilitator (1992-present).

I have worked extensively with Mr. Takamine while he served the community as a private Attorney at Law, as a leader in the Hawai'i State Legislature's House and Senate for 26 years, as the State of Hawai'i's Director of the Department of Labor and Industrial Relations for five years, and as a central figure of his entire representative community's transition from a sugar plantation economy to diversification.

During Hamakua Sugar's demise in the early to mid 1990's, I had never witnessed a more dedicated, trustworthy, honest, and fair leader navigate the challenges of unprecedented situations and issues among grassroots organizations, businesses, private and public sectors, multiple stakeholders, and countless families and individuals. He organized countless gatherings and meetings over several years, listened respectfully and well, kept massive amounts of input in proper perspective, and managed to recall them at strategic times to keep entire communities in focus and moving forward in a positive, creative, and united fashion. He was relentless in his pursuit of a good outcome despite the complexity and enormity of the situation. Through it all, he remained humble and grateful, fair, and sincere.

I am convinced that Mr. Takamine, with his community experiences, his upright character and nature, and as Chairperson of the House Finance Committee ((1998-2006), Chairperson of the House Water and Land Committee (1992-1998), Chairperson of the House Labor and Public Employment Committee (1986-1992), and Chairperson of the Senate Labor Committee (2008-2010), coupled with his term as Director of the State's Department of Labor and Industrial Relations, is a uniquely perfect match to chair such an important Board. As such, I would urge his quick confirmation.

I would be happy to entertain any questions or concerns you may have regarding this testimony. Please feel free to contact me at any time.

Aloha and mahalo,

Jane Higa Testa

[REDACTED]

Hilo, HI 96720

[REDACTED]

[REDACTED]

Friday, March 7, 2024
Conference Room 224 &
Videoconference

To: The Honorable Henry J.C. Aquino, Chair
The Honorable Chris Lee, Vice Chair
Members of the Senate Committee on Labor and Technology

From: Bill Hoshijo

Re: G.M. No. 580

I am writing in strong support of the nomination of Dwight Takamine to serve as the Chair of the Hawai'i Labor Relations Board Board (HLRB). Based on his record of experience, demonstrated commitment to public service, and familiarity with the labor laws that the HLRB has under its jurisdiction, I have no doubt that Mr. Takamine will contribute to the important work of the Board and well serve the people of Hawai'i.

For 26 years, from 1997 through my retirement in March 2023, I served as the Executive Director of the Hawai'i Civil Rights Commission (HCRC). The HCRC is responsible for enforcement of our state civil rights laws prohibiting discrimination in employment, housing, public accommodations, and state-funded services. During my tenure at HCRC, I was fortunate to have the opportunity to work with Mr. Takamine while he served as the Director of Labor and Industrial Relations (DLIR) from 2010 to 2015.

I have known Dwight Takamine for over forty years. He is a person of good character and wisdom. He is committed to the welfare of working men and women, and forthright in action and word. His labor law and legislative experience have prepared him well for this new challenge. He is familiar

with the substantive laws that the HLRB enforces. Mr. Takamine is a leader by example, hard working and generous with his time, open-minded and a good listener. In his tenure as Director of DLIR, he fostered a spirit of openness and working for a common interest – the people’s interest. Perhaps his best quality is his sense of fairness. These are qualities that made Dwight Takamine a good Director of DLIR and will make him a good Chair of HLRB.

I urge the Committee and the Senate to approve and confirm the nomination of Dwight Takamine to be the Chair of the Hawai‘i Labor Relations Board. I recommend him to you without reservation.

Thank you for your consideration.

March 7, 2025
Conference Rm 224

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

TO: Senator Henry J.C. Aquino, Chair
Senator Chris Lee, Vice Chair

FROM: William Kunstman 

RE: GM 580 Dwight Takamine, Chairperson of the Hawai'i Labor Relations Board

I am writing to testify in **STRONG SUPPORT** of Mr. Dwight Takamine to serve as the Chairperson of the Hawai'i Labor Relations Board. I have had the honor and pleasure of working with Dwight in various capacities over the last twenty years, and I have been consistently impressed with his knowledge of labor laws, his passion for public service, and level of integrity—qualities that are increasingly rare.

I have learned much from Dwight about how Hawai'i's labor laws are designed to strike a balance between the rights of workers and the needs of employers. During his time as Director of the Department of Labor and Industrial Relations (DLIR), he was often called upon to make decisions in complex situations. His approach involved carefully reading the letter of the law while considering all aspects of the issue at hand. Dwight's decisions in these matters not only demonstrated his expertise in labor law but also his ability to break down complex issues with clarity, offering insights and solutions that others may not have considered.

I have frequently witnessed Dwight handle situations with honesty, compassion, respect, and an unwavering commitment to doing what is right. Whether in challenging situations or routine tasks, I have never seen him compromise these principles.

Above all, it is Dwight's character, combined with his experience, that truly sets him apart. His strong sense of empathy, respect for others, and unwavering commitment to positively contributing to the community make him an invaluable asset in any public sector role, and especially one involving labor issues.

For these reasons, I firmly believe that Mr. Takamine would provide exemplary service as Chair of the Hawai'i Labor Relations Board if given the opportunity.

GM-580

Submitted on: 3/5/2025 6:54:12 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|------------------------|
| Bob Toyofuku | Individual | Support | Written Testimony Only |

Comments:

Senator Aquino and Members of the Senate committee on Labor and Technology: my name is Bob Toyofuku and I am submitting this testimony in strong support of Dwight Takamine as the chairperson of the Hawaii Labor Relations Board. I had the opportunity to work with Dwight on various issues during his many years as a state legislator and as Director of DLIR. He has always been straightforward and honest. He listens carefully to all points of view and has always been fair when making a decision. I am confident that he will be an excellent chairman as he has the experience and background to do an outstanding job. I strongly support his nomination and urge this committee and the Senate to confirm him. Thank you for the opportunity to submit this testimony.

Senator Henry J.C. Aquino,

Chair of Labor and Technology Committee

3/2/2025

Hawaii State Capitol

Honolulu, Hawaii 96813

Letter of Support for Dwight Takamine

For Chair of the Hawaii Labor Relations Board

Dear Chair Henry Aquino and Members of The Committee,

I am writing to offer enthusiastic support for Dwight Takamine for his candidacy (nomination) for the position of Director for the Hawaii Labor Relations Board (HLRB). Having observed and worked along with Dwight on varying community projects, I have witnessed firsthand, Dwight, as an elected official-State Representative and also a State Senator his unparalleled dedication and leadership that skillfully empowers people in the community to express their views concerns and help seek solutions on their pressing community concerns. To sum, over the years he has developed the skillset of a leader that is balanced in decision making and will notably be successful in upholding the duties and mission of HLRB.

Further, Dwight is an attorney with a deep understanding of labor laws, policies and the unique challenges faced by Hawaii's workforce. Too, this coupled with his past experience as the State Director of Labor and Industrial Relations, has experienced and demonstrated a proven expertise to work with complex issues, advocate for fair labor practices and create positive outcomes for both workers and employers.

What genuinely sets Dwight Takamine apart is his commitment to collaboration to arrive at fairness. I read that the mission of the HLBR, "is to enforce and protect the rights of employee and unions to organize and bargain collectively in balance with the rights for employers to manage operations as provided by law and to fairly and effectively to resolve labor disputes brought before it." I read this quote and mention this because it dovetails with the way and manner that Dwight has practiced and operationalized in his career. In effect, a perusal of his background of work experiences, will evidence that he has developed the expertise to foster collaboration that will help to resolve of cases among diverse stakeholders--unions, employees and employers. Clearly, based on Dwight's education, career experiences and I add his personal integrity and aloha for Hawaii to the mix, he will unequivocally be successful as Director. And Dwight working in concert with the Hawaii Labor Relations Board addressing complaints, hearing appeals, unfair labor practices, and violations; together they have the making to process fair and balanced solutions for the cases that will come before him and the HLRB.

Dwight, when in private practice as an attorney in our community, had a respected reputation as a lawyer. More specifically, he was recognized by people in the community (clients) as being easy to talk with and also someone you could trust.

Page 2

And further, as an attorney he had a reputation for helping people find balanced solutions to their labor issues. The same respected reputation that he had as an attorney for helping people was always his “signature” as he worked as a public servant in the community. In my opinion, Dwight’s career history has always been a “cut above” meaning he has been effective and helpful in all his endeavors throughout his career. To my point, I often say, that Dwight’s true “North Star” is in helping improve the lives of people he works for and with.

As someone who has known and worked with Dwight, spanning years, I am confident that Dwight Takamine will lead with fairness, integrity, insight, and a steadfast dedication to improving the working lives of employees, employers etc. across the State. In addition to skills that I have mentioned in this support letter; Dwight has a passion for public service, and again, coupled his extensive knowledge make him a fitting and an exemplary person to be confirmed for this critical position.

In closing, I reiterate that Dwight will bring a wealth of experience and a seasoned expertise to this important position. Please feel free to contact me at (808-961-2128) if you have any further questions.

Mahalo for your time and consideration,

Sincerely,

Gerald De Mello

Former Director of University and Community Relations (retired administration-UH Hilo)

Emeritus UH Professor-HawCC

March 5, 2025

TO: Senator Henry J.C. Aquino, Chair
Senator Chris Lee, Vice Chair
Senate Committee on Labor and Technology

FR: Joyce K. Matsumori-Hoshijo
Staff Attorney, Hawai'i Labor Relations Board

RE: GM 580—Testimony in Support of the Nomination of Dwight Takamine as
Chairperson of the Hawai'i Labor Relations Board
Hearing date and time: Friday, March 7, 2025 @ 3:00 PM

I am writing to express my unqualified support for the nomination of Dwight Takamine as Chairperson of the Hawai'i Labor Relations Board (HLRB). I served as a staff attorney with the HLRB from 2020 – 2023. I returned to this position in November of 2024, the same month when Mr. Takamine began as Interim Chairperson.

Mr. Takamine had the immediate responsibilities of managing the HLRB's administrative hearings caseload, legislative agendas, and administrative/personnel duties. I have seen him handle these responsibilities with the utmost efficiency and diligence. He brings a wealth of experience from his years as a State legislator, Director of the Department of Labor and Industrial Relations, and an attorney in private practice.

During the past four months, I have had the opportunity to work with Mr. Takamine on a number of different issues and to witness his exceptional leadership ability. His door is always open, and he takes the time to listen to the concerns and suggestions from staff. He cares about office morale and encourages collegiality and collaboration.

It is truly a pleasure to work with someone who is respectful of the views of others and who holds himself to the highest ethical standards. Mr. Takamine is a person of integrity and always conducts himself in a professional manner. He is a compassionate and even-tempered person. He takes his role as Chairperson very seriously and is committed to the fair and effective resolution of all disputes brought before the HLRB. This is the kind of leader we need for the challenging work ahead of us.

Thank you very much for your time and attention to this letter of support.

GM-580

Submitted on: 3/5/2025 9:34:31 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|------------------------|
| Makai Freitas | Individual | Support | Written Testimony Only |

Comments:

March 5, 2025

Senator Henry Aquino and

Members of the Labor and Technology Committee

Hawaii State Capitol, Conference Room 224

415 South Beretania St

Honolulu, HI 96813

Chairman Aquino and Committee Members,

Mahalo for the opportunity to provide testimony in strong support of Mr. Dwight Takamines confirmation as the Chairperson of the Hawaii Labor Relations Board. I have known Mr. Takamine on a personal, and professional level for many years. He is a man of great character who understands the importance of building relationships. He is also a respected leader who will support his department and staff.

Throughout the time that I've known him, Mr. Takamine has always demonstrated a strong work ethic, positive attitude, and deep care for his community. He has a calm demeanor that is understanding and compassionate. These traits give him the ability to listen to the views of others and factor in all information that applies before making a decision.

Mr. Takamine served his community as an elected State Legislator for over 20 years, including being Chairman for the Senate Labor Committee. He also has spent years as an advocate for organized labor. These experiences have given him a deep knowledge of Hawaii's Labor history and Labor law. He thoroughly understands the challenges our working class families are facing.

It is for these reasons that I fully support Dwight Takamines confirmation as Chairperson of the Hawaii Labor Relations Board. Mahalo for your consideration.

Sincerely,

Makai Freitas

Marcus R. Oshiro
Wahiawa, Hawaii. 96786

March 5, 2025

The Honorable Henry Aquino, Chairman
Senate Committee on Labor and Public Employment
Hawaii State Senate
Honolulu, Hawaii 96813

SUBJECT: Letter in Support – Nomination for Dwight Takamine, Chairperson of the Hawaii Labor Relations Board, for a term to expire 6-30-2030, GM 580

Dear Chair Aquino and members of the Senate labor and Public Employee Committee:

I am writing this letter in support and favorable consideration for Dwight Y. Takamine, as Chairperson of the Hawaii Labor Relations Board.

As a former member of the State House of Representatives, I have had the pleasure of knowing and working with Dwight Takamine in various capacities since I was first elected in 1994, until he left the Legislature for public service at the University of Hawaii and Executive Branch. I have known Dwight for over 30 years and consider him a friend.

Dwight's years of service in the Legislature has left a lasting positive impression among many of his former colleagues, including some Senate veterans. He has earned a reputation for hard work, even-handedness, temperance, and appreciation for the rights of workers to collectively bargain and the concomitant rights of employers to manage and deliver effective and good public service. I recall on several occasions during our deliberations on shaping labor policies in HRS Chapters 89 and 76, Dwight would always remind us that, "we needed to find a balance. It has to be fair and balanced to both sides". I believe Dwight will carry this philosophy with him throughout his Chairpersonship at the Hawaii Labor Relations Board and will be mindful of the public's interests.

Dwight brings to the Hawaii Labor Relations Board extensive knowledge of the legislative process, including a ten (10) year stint as the House Finance Chairman, and also his recent experience as the Director of the Department of Labor and Industrial Relations. There is no question in my mind that Dwight Takamine's years of labor experience; on both sides of the table, make him a most uniquely qualified and exceptional candidate for the Chairpersonship of the Hawaii Labor Relations Board.

I respectfully request that the Senate Committee on Labor and Public Employment, after review of all favorable comments including my own, advise and consent to confirm Dwight Takamine as the Chairperson of the Hawaii Relations Board. He has my wholehearted recommendation for your confirmation.

Thank you for your consideration and for the opportunity to submit my letter of support.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'M. R. Oshiro', with a large, sweeping flourish at the end.

Marcus R. Oshiro
Former Chairperson
Hawaii Labor Relations Board (2017-2024)

GM-580

Submitted on: 3/6/2025 7:07:27 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Carol Ignacio | Individual | Support | Written Testimony Only |

Comments:

Aloha,

Thank you for the opportunity to submit support for the consideration and confirmation for Dwight Takamine as Chairperson of the Hawai'i Labor Relations Board. I have had the pleasure of knowing and working with Dwight for many years. He is a statesman who is committed to making labor in Hawai'i the best it can be. He is hardworking, fair and above all an honorable person.

Please approve his confirmation today.

Mahalo nui loa!

Carol R. Ignacio

GM-580

Submitted on: 3/6/2025 9:02:54 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Patti Cook | Individual | Support | Written Testimony Only |

Comments:

Aloha Hawai'i State House Labor and Technology Committee Chair - Rep Henry Aquino - and Committee Members:

GM580 - Gubernatorial Nomination of Dwight Takamine as Chair of the State Labor Relations Board

Dwight Takamine is an exceptionally appropriate appointment by Gov. Green having dedicated most of his life - personally and professionally - to protecting the rights of working men and women - first as the son of the late revered labor leader Yoshito Takamine, and then as an elected Legislator, labor lawyer in public and private practice and with the administration of former Gov. Neil Abercrombie. Mr. Takamine has also dedicated much time to his community - for example, helping Kanu o ka 'Aina Public Charter School in Waimea fulfill the dreams of our community, as well as numerous other educational and healthcare programs, services and career pathways for both current and the next generation. He also made time to support agricultural diversification, human services and providers, and protecting our food gatherers in the hunting community.

He believe in and follows the rule of law and personal rights of equity and justice under the American and State Constitutions.

Please support and expedite this appointment.

Mahalo, Patti Cook 808-937-2833 - Waimea, Island of Hawai'i

Written Testimony of:

Brian Furuto

In Support of Governor's Message 580:

Nominee Dwight Takamine for Chairperson, Hawaii Labor Relations Board

Senate Committee on Labor and Technology

Friday, March 7, 2025, 3:00 PM

State Capitol, Conference Room 224

Aloha Chair Aquino, Vice Chair Lee, and Distinguished Committee Members:

I am honored to **strongly endorse Dwight Takamine for the position of Chairperson of the Hawaii Labor Relations Board (HLRB)**. I submit this testimony in my personal capacity, based on nearly 30 years of knowing Mr. Takamine and observing his dedication to public service.

I first met Mr. Takamine during his tenure as Chair of the House Committee on Finance. As one of the senior staff members with the Committee, I observed firsthand an individual who was committed to Hawai'i and making the State better. His honesty, straightforward approach, and friendly demeanor were evident. Over the years, whether serving as a legislator or as a department head, he has consistently demonstrated the ability to ask insightful questions, exercise sound judgment, and, most importantly, make decisions that are fair and balanced.

Mr. Takamine's extensive experience spans decades of legislative service in both houses, a robust background as an attorney, and a proven track record as the director of the Department of Labor and Industrial Relations. His deep understanding of public policy, labor laws, and the inner workings of government uniquely positions him to lead HLRB with expertise and integrity. His grasp of the legal framework and governmental processes, combined with his practical experience, ensures that he is well-equipped to navigate the challenges facing our state's labor relations.

Furthermore, Mr. Takamine's leadership style is marked by his commitment to transparency and fairness. His consistent efforts to uphold these values have not only earned him the respect of his colleagues but have also fostered a work environment where informed, equitable decision-making prevails. I am confident that under his leadership, HLRB will continue to serve the interests of both employees and employers throughout our state with distinction and integrity.

Mahalo for your time in consideration of my testimony in support of Dwight Takamine. I firmly believe that his proven leadership, extensive expertise, and unwavering commitment to public service make him the ideal candidate to chair the Hawaii Labor Relations Board.



GOV. MSG. NO. 580

EXECUTIVE CHAMBERS
KE KE'ENA O KE KIA'ĀINA

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA

January 15, 2025

The Honorable Ronald D. Kouchi, President
and Members of the Senate
Thirty-Third Legislature
Hawai'i State Capitol, Room 409
Honolulu, Hawai'i 96813

Dear President Kouchi and Members of the Senate:

In accordance with the provisions of Article V, Section 6 of the Hawai'i State Constitution, I have the honor to submit herewith for your consideration and confirmation the following nomination:

Dwight Takamine
Hawai'i Labor Relations Board (*Chairperson*)
Expiration Date: June 30, 2030

Sincerely,



Josh Green, M.D.
Governor, State of Hawai'i

6 March 2025

TO: COMMITTEE ON LABOR AND TECHNOLOG

RE: Submitting for consideration and confirmation as the LBT Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030.

FROM: Robert T. Nishimoto

I am a life-long resident of Ninole, North Hilo and have the utmost respect and gratitude to Dwight Takamine for his service to our community as a State Representative. Even after retirement, he joined our Honohina-Papaaloa Hongwanji Buddhist church and was a committed advocate about community. ‘

I am a retired State worker and a life-time member of HGEA. Dwight was also receptive to our causes and our worker rights. He always advocated for workers, however, he understood that employer also have their rights by labor law. Dwight always used labor laws as his guidepost and plays no favoritism, although he represented a labor community along Hamakua. Dwight would be a great LBT Chairperson of balanced fairness to both the labor force and employer.

I fully support Dwight Takamine to the Chairperson of the Hawai'i Labor Relations Board.

GM-580

Submitted on: 3/6/2025 10:08:22 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| John Thatcher | Individual | Support | Written Testimony Only |

Comments:

Aloha,

I strongly support the confirmation of Gubernatorial Nominee, DWIGHT TAKAMINE as the Chairperson of the Hawai'i Labor Relations Board,

IN RE: GM 580 - Confirmation of Dwight Takamine as Chair of Department of Labor and Industrial Relations Board

Chairman Aquino, Vice-Chair Lee, and Distinguished Members of the Hawaii Senate Labor Committee,

It is my privilege to support and encourage your confirmation of Dwight Takamine as chair of the Department of Labor and Industrial Relations Board.

It is without reservation that I recommend Mr. Takamine, based on his history of deep and unwavering commitment to the working people of Hawaii.

I know him to be an experienced and talented individual serving in the State Legislature and as Director of the Department of Labor.

His tenure in public life has been exemplary and we are very fortunate he is again willing to serve Hawaii.

Please feel free to contact me if I can be of further assistance.

Sincerely,

Charles T. Toguchi

(808) 221-00327

The Thirty-Third Legislature
Regular Session of 2025

THE SENATE

Committee on Labor and Technology
Hawaii State Capitol
Conference Room 224 and Videoconference
Friday, March 7, 2025; 3:00 p.m.

**TESTIMONY OF THE ILWU MEMORIAL ASSOCIATION ON GM 580
CONFIRMATION OF DWIGHT TAKAMINE
FOR CHAIRPERSON OF THE HAWAII LABOR RELATIONS BOARD**

My name is Fred Galdones. I am the President of the ILWU Memorial Association (M.A.) and formerly the President of ILWU Local 142 prior to my retirement. **The ILWU Memorial Association strongly supports the confirmation of Dwight Takamine to serve as Chairperson of the Hawaii Labor Relations Board (HLRB)**, which has jurisdiction in matters related to collective bargaining for public sector employees and agricultural workers not covered by the National Labor Relations Board.

I have personally known Dwight for several decades. His father, Yoshito Takamine, was a Division Director for the ILWU on Hawaii Island for many years and also served in the State House of Representatives for more than 25 years until he retired. Upon Yoshito's retirement in 1986, Dwight ran for and won the same House seat his father held, representing virtually the entire Hamakua Coast. During his tenure in the House, Dwight served as Chair of the Labor and Public Employment Committee, Water and Land Committee, and Finance Committee. In 2008, he was elected to the district's State Senate seat and served as Chair of the Labor Committee until he was appointed Director of the State Department of Labor and Industrial Relations (DLIR) in 2010. Following his tenure as Director of DLIR, he worked at the University of Hawaii West Oahu and for the ILWU and UPW.

Dwight is an attorney by profession, with a career primarily devoted to public service. But for the past few years, Dwight assumed the role of caregiver for his mother, along with his siblings. He returned home to Hawaii Island to be readily available to his family but, at the same time, reconnected with his community on various projects—like the luncheon for former sugar workers he chaired last year to commemorate the closure of Hamakua Sugar 30 years ago. Dwight played a huge role during the closure to help dislocated workers transition to new opportunities.

Dwight is a tireless worker and has always been a champion for workers' rights and social justice, a diligent and capable public servant, a devoted son, a community organizer, and a good friend. He is passionate about whatever he is involved in—whether it is creating good laws to benefit both employees and employers, interpreting and strengthening protections for working men and women, educating others about the history of Hawaii and the contributions of community members, or caring for loved ones, Dwight is committed to the task 100%.

Dwight will give 100% as Chair of the HLRB. He is deliberate, thoughtful, principled, and fair. He understands the importance of both labor and employers to Hawaii's economy. He is committed to ensuring a better life for all.

The ILWU Memorial Association urges confirmation of Dwight Takamine as Chairperson of the Hawaii Labor Relations Board. Thank you for considering our testimony.

GM-580

Submitted on: 3/6/2025 12:30:38 PM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|------------------------|
| Jay Ishibashi | Individual | Support | Written Testimony Only |

Comments:

Aloha Chair Aquino, Vice Chair Lee and Members of the Senate Labor and Technology Committee:

My name is Jay Ishibashi and I am honored to submit testimony in strong support of Mr. Dwight Takamine's confirmation as the chairperson of the Hawai'i Labor Relations Board.

I have known Mr. Takamine for over 30 years and believe that he very qualified to lead and carry out the mission of the board.

Having been witness to a wide range of labor issues in his roles as Director of the Department of Labor and Industrial Relations, a member of the Legislative Branch, a director at a labor union and as a labor attorney in the private sector, I believe Mr. Takamine has the knowledge, experience and strength to oversee all matters that come before the Labor Relations Board in a fair and equitable manner.

Thank you for the opportunity to testify on GM 580 and for your favorable consideration of Mr. Dwight Takamine's confirmation.

LATE

GM-580

Submitted on: 3/6/2025 4:16:26 PM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|-----------------|--------------|--------------------|------------------------|
| Sesnita Moepono | Individual | Support | Written Testimony Only |

Comments:

Honorable Committee Chair and Members,

During my 13 year tenure as a Hawaii Labor Relations Board (HLRB) Member, I had the privilege of working with Mr. Takamine during his appointment as Director of the Department of Labor. I found him to be fair, understanding and always collaborated with the agencies and staff.

HLRB Members are administrative law judges (ALJ) and should possess the high level of integrity, ethics, intelligence, understanding and courage as they are bound to enforce Hawaii Revised Statutes Chapters 89, 377 and 396. ALJs like judges must remain impartial, listen and read the complete record and base their decisions on the merits of the case. I strongly believe that Mr. Takamine has these attributes and he is also very knowledgeable about the administration of the HLRB, which makes him a good representative of the community.

For the above reasons, I wholeheartedly support Mr. Dwight Takamine on his appointment as Chairperson of the Hawaii Labor Relations Board.

Sincerely,

Sesnita Mepono

LATE

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February 27, 2025

Hawai'i State Senate Committee on Labor and Technology
Senator Henry Aquino, Chairperson
Senator Chris Lee, Vice-Chair
Senator Les Ihara Jr.
Senator Sharon Moriwaki
Senator Kurt Fevella

Re: GM 580 Nomination of Dwight Takamine to the Hawai'i Labor Relations Board

Senators:

I am writing in support of Dwight Takamine's nomination to be the Chair of the Hawai'i Labor Relations Board.

I have known Dwight Takamine for over thirty nine years. His service to the community as a State Representative and State Senator and as the head of the Department of Labor and Industrial Relations has more than exemplified the model of a public servant. His work ethic, commitment and drive will allow him to transition well to fulfilling the responsibilities as Chairperson of the Hawai'i Labor Relations Board.

Dwight Takamine has a long history of dealing with all facets of the labor laws that will allow him to serve with a broad perspective as he encounters the many challenges ahead.

Once again, I humbly request your favorable approval of Dwight Takamine as the Chairman of the Hawai'i Labor Relations Board.

Thank you for your consideration.

Sincerely,



Conrad Hokama
President

LATE

GM-580

Submitted on: 3/7/2025 7:03:23 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|----------------|--------------|--------------------|------------------------|
| Sarah Anderson | Individual | Support | Written Testimony Only |

Comments:

Sarah and David Anderson

44-2615 Kalopa Rd.

Honoka'a, HI 96727

March 6, 2025

Dear Committee on Labor and Technology, Senator Aquino and Senator Lee,

My husband, Dave Anderson and I are writing this letter in support of appointing Dwight Takamine in support of Dwight Takamine as the Chairperson of the Hawai'i Labor Relations Board.

In our 40 years as actively engaged citizens of the Hāmākua Coast, residing in Honoka'a, we firmly believe Dwight is the best choice at this time for the position. Dwight brings a wealth of political understanding and relationships to the job, having served in the state legislature and in the State Department of Labor, as well as being an attorney.

But the real thing is- though Dwight's experience is ideal- his qualifications are merely the foundation. Dwight's true value is in his ability to listen and communicate, to synthesize and speak for all the people. Dwight brings communication, compassion and collaboration to our currently divisive political arena.

Dwight Takamine's history and roots on the Hāmākua coast are deep and he will lead the Labor Relations Board with integrity and compassion and commitment. Please give Dwight your serious consideration, and thank you for your work during these unstable times.

Sincerely,

Sarah and David Anderson

LATE



Academic Labor United

Testimony from Academic Labor United (ALU)

Attention: Senate Committee on Labor and Technology
Senator Henry Aquino, Chair
Senator Terez Amato, Vice Chair

Re: Submitting for consideration and confirmation as the Chairperson of the Hawai'i Labor Relations Board, Gubernatorial Nominee, DWIGHT TAKAMINE, for a term to expire 06-30-2030.

Academic Labor United stands in full support of the confirmation of Dwight Takamine as the Chairperson of the HLRB. He has had a long history of standing strong with the labor movement, recently exemplified by him becoming an important resource for the fight for a raise in the minimum wage as head of the Department of Labor & Industrial Relations. We are hopeful that under his leadership, HLRB continues to serve the needs of the labor community in Hawai'i, among them the implementation of guidelines for the creation of new Collective Bargaining Units as outlined in Senate Bill 2991 SD2 HD2 CD1 from the Spring 2024 Legislative Session.

Sincerely,

Michael Litke, Co-Vice Chair of Organizing
Academic Labor United

LATE

GM-580

Submitted on: 3/7/2025 11:57:27 AM

Testimony for LBT on 3/7/2025 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|---------------------------|
| Alan Urasaki | Individual | Support | Written Testimony Only |

Comments:

In support of this nominee for consideration.

Mahalo.