

EXECUTIVE CHAMBERS
HONOLULU, HAWAII

David Y. Ige
Governor

Testimony on GM 536
Confirmation of Leonard Hoshijo
Deputy Director, Department of Labor and Industrial Relations

Governor David Y. Ige

Committee on Judiciary and Labor
February 19, 2015
9:00 a.m. in Room 016

Chair Keith-Agaran, Vice Chair Shimabukuro and committee members:

I respectfully request your support in confirming the appointment of Leonard Hoshijo as the deputy director of the Department of Labor and Industrial Relations. Mr. Hoshijo's professional experience dealing with labor spans decades, including his most recent position at the Hawaii Regional Council of Carpenters where he was the Education and Political Director and ran member-education programs, participated in the contract negotiations, project labor agreements, and administered labor contracts. Prior to this, he held various positions at the International Longshore and Warehouse Union. Mr. Hoshijo earned his bachelor's degree from Antioch College and a P.Ed. degree from the University of Hawaii.

This administration is committed to transforming the culture of government by embracing and accelerating change. I am confident that Leonard Hoshijo will support our department employees in this effort. Together, we can build a better home for our keiki, kupuna, and all the residents of Hawaii.

Mahalo for your consideration.

TESTIMONY BY WESLEY K. MACHIDA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE

AND BY RODERICK K. BECKER
DEPUTY DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE

STATE OF HAWAII

TO THE SENATE COMMITTEE ON JUDICIARY AND LABOR
ON
GOVERNOR'S MESSAGE NO. 536

February 19, 2015
9:00 A.M.

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE
DEPUTY DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL
RELATIONS, GUBERNATORIAL NOMINEE, LEONARD HOSHIJO

Dear Chair Keith-Agaran, Vice Chair Shimabukuro, and Members of the Committee:

We support the confirmation of Leonard Hoshijo to the position of Deputy Director of the Department of Labor and Industrial Relations.

Governor Ige's administration is committed to addressing the many issues facing our state in a direct and forthright manner. We will strive to do the right thing, the right way to achieve our shared goal of a healthy, sustainable economy to support our kupuna, ourselves, and our children.

Leonard Hoshijo is an integral part of a team that is committed to achieving the goals of this administration in an honest, transparent, accountable, and responsive manner. Therefore, we support his confirmation as the Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to provide testimony.



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
www.labor.hawaii.gov
Phone: (808) 586-8844 / Fax: (808) 586-9099
Email: dlir.director@hawaii.gov

February 19, 2015

The Honorable Gilbert S.C. Keith-Agaran, Chair,
The Honorable Maile S.L. Shimabukuro, Vice Chair, and
Members of the Senate Committee on Judiciary and Labor

Governor's Message 536

Submitting for consideration and confirmation as the Deputy Director of the
Department of Labor and Industrial Relations, Gubernatorial Nominee,
LEONARD HOSHIJO, for a term to expire 12-3-2018.

Thursday, February 19, 2015
9:00 a.m. Rm 016, State Capitol

Testimony of Elaine N. Young, Acting Director
Department of Labor and Industrial Relations (DLIR)

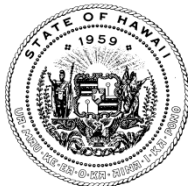
Chair Keith-Agaran, Vice Chair Shimabukuro and Members of the Committee—
I am testifying in strong support of Leonard Hoshijo's confirmation as the
Deputy Director of the Department. Mr. Hoshijo has spent decades working in
the labor movement, demonstrating his passion working on behalf of the people
of Hawaii. During this time, he has also learned and experienced the role
employers have in solving workplace issues and contributing to our economy.

Mr. Hoshijo has first-hand experience working with the programs in the
Department and is knowledgeable about the purposes of those programs.
Furthermore, he has also obtained experience and worked on other issues vital
to our communities including affordable housing, urban planning, the visitor
industry and as a trustee or member of the Blood Bank of Hawaii, the Judicial
Selection Commission, the Hawaii State Plan-Housing Committee, the
American Judicature Society Hawaii-Committee on Judicial Selection and

Retention, and Hawaii Council for Housing Action, among others.

Mr. Hoshijo's diverse experiences and depth of background in employment and labor relations will serve him well as the Deputy Director of the DLIR. I believe Mr. Hoshijo also possesses the intangible qualities needed to provide important leadership and expertise to all aspects within our Department. This will have a tremendous affect in the Department's ability to deliver the highest quality of services to the people we collectively serve.

I urge you to confirm Mr. Hoshijo as the Deputy Director of the Department of Labor and Industrial Relations and enable him to serve as a valuable asset to state government, and in turn, to the people of Hawaii.



Testimony of
FORD N. FUCHIGAMI
DIRECTOR

Deputy Directors
JADE T. BUTAY
ROSS M. HIGASHI
EDWN H. SNIFFEN
DARRELL T. YOUNG

IN REPLY REFER TO:

STATE OF HAWAII
DEPARTMENT OF TRANSPORTATION
869 PUNCHBOWL STREET
HONOLULU, HAWAII 96813-5097

February 18, 2015
9:00 a.m.
State Capitol, Room 016

G.M. 536

Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, LEONARD HOSHIJO, for a term to expire 12-3-2018.

Senate Committee on Judiciary and Labor

The Department of Transportation (DOT) **strongly supports** the confirmation of Leonard Hoshijo as the Deputy Director of the Department of Labor and Industrial Relations (DLIR)

Mr. Hoshijo earned his bachelor's degree from Antioch College and a P.Ed. from the University of Hawaii. He has carried out various responsibilities for the International Longshore and Warehouse Union including Housing Representative, Organizer, International Representative and International Vice President. He is an active nonprofit board member for a number of organizations including the Hawaii Housing Development Corp., the Labor Education Advisory Board, University of Hawaii Center for Labor Education and Research, and Hawaii Labor Heritage Council. He was the Education and Political Director for the Hawaii Regional Council of Carpenters.

Making sure that the department charged with serving and protecting workers has the leadership it needs to make that mission a reality during these challenging times is critical. Mr. Hoshijo is well qualified and is the right person to be the Deputy Director of DLIR. We are pleased to have a highly respected individual who has answered the call to service and is committed to the task at hand. Combined with his familiarity of the department and its challenges, he has integrity, strong work ethic, and communication skills necessary to step right in and effectively lead DLIR. We look forward to working with Mr. Hoshijo.

Thank you for the opportunity to provide testimony.



The Senate Committee on Judiciary and Labor
Thursday, February 19, 2015
9:00 a.m.

GM 536, Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, LEONARD HOSHIJO, for a term to expire 12-3-2018.

Dear Chairman Keith-Agaran and Committee Members:

The University of Hawaii Professional Assembly supports the appointment and confirmation of Mr. Leonard Hoshijo as Deputy Director of the Hawaii State Department of Labor and Industrial Relations.

UHPA staff and leaders have had the privilege to observe Mr. Hoshijo's knowledge and advocacy on behalf of union members and the broader community. He is respected and his leadership has been demonstrated within a variety of activities including establishing low income housing projects and promoting the interests of the Center for Labor Education and Research at UH West Oahu.

The position of Deputy Director requires extension knowledge of both the private and public sector employment. It also requires the ability to problem solve in working with diverse interests. Mr. Hoshijo has those characteristics that will ensure a committed and well qualified Deputy Director.

UHPA urges the Committee to support the appointment of Mr. Leonard Hoshijo.

Respectively submitted,

Kristeen Hanselman
Association Executive Director

UNIVERSITY OF HAWAII
PROFESSIONAL ASSEMBLY

1017 Palm Drive • Honolulu, Hawaii 96814-1928
Telephone: (808) 593-2157 • Facsimile: (808) 593-2160
Web Page: <http://www.uhpa.org>



UNIVERSITY
of HAWAII®
WEST O'AHU

11 February 2015

Senator Gilbert Keith-Agaran
Chair, Committee on Judiciary and Labor
Hawaii State Capitol, Room 221
415 S. Beretania St.
Honolulu, HI 96813

Re: Appointment of Leonard Hoshijo as Deputy Director, DLIR (Governor's Message No. 536)

Chairperson Keith-Agaran, and members of the Committee Judiciary and Labor:

I am pleased to urge confirmation of Governor Ige's nominee Leonard Hoshijo as Deputy Director of the Department of Labor and Industrial Relations. I have know Mr. Hoshijo professionally for over thirty years in my capacity as faculty and director of the Center for Labor Educatioun & Research. He has proved himself to be a diligent and committed student of State and Federal Labor laws as well as the practical application of these laws in achieving positive and healthy labor-management relationships.

His participation in and support for our continuing education programs on Wage & Hour laws, Workers Compensation, Collective Bargaining and Hawai'i Labor History has contributed greatly to the success of these classes and has always been appreciated. In addition, for the past ten years by appointment of the President of the University of Hawai'i, he has served conscientiously and with distinction on the Labor Education Advisory Council established by HRS §304A-1603, the body charged with advising the University on our Labor Education programs.

There is no question in my mind that Mr. Hoshijo's character and integrity are above reproach, reflecting a balanced temperament well-suited to this appointment. Furthermore, his ability to analyze and understand the complex workings of our state and federal labor laws is rare and would make him a huge asset to the Department, and I am confident he would administer our state labor laws well and wisely.

I am pleased, therefore, to strongly support, without reservation, confirmation of nominee Leonard Hoshijo as Deputy Director to the Department of Labor and Industrial Relations.

Sincerely,

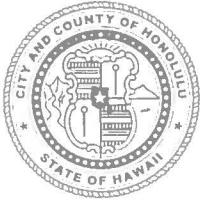
A handwritten signature in black ink, appearing to read "William J. Puette".

William J. Puette, Ph.D.
Director

91-1001 Farrington Highway
Library, Room B222
Kapolei, HI 96707
Telephone: (808) 689-2760
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Web site: clear.uhwo.hawaii.edu

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CITY COUNCIL
CITY AND COUNTY OF HONOLULU
530 SOUTH KING STREET, ROOM 202
HONOLULU, HAWAII 96813-3065
TELEPHONE: (808) 768-5010 • FAX: (808) 768-5011

RON MENOR

Councilmember, District 9

Email: rmenor@honolulu.gov

Phone: 808-768-5009

FAX: 808-768-5011

WRITTEN TESTIMONY ONLY

TESTIMONY OF
COUNCILMEMBER RON MENOR
COUNCIL DISTRICT 9
CITY AND COUNTY OF HONOLULU

GM 536
CONFIRMATION OF LEONARD HOSHIJO

Honorable Gilbert S.C. Keith-Agaran, Chair, and Members of the Senate Committee on Judiciary and Labor:

I am testifying in strong support of the confirmation of Leonard Hoshijo as the Deputy Director of the Department of Labor and Industrial Relations (DLIR).

His many years of experience in employment and labor relations make him a strong candidate for this leadership role at DLIR. He has learned to be analytical in working toward solutions, recognizing points of agreement and getting things done.

He has served the community in many capacities: a low-income rental housing nonprofit corporation, the Labor Education Advisory Board at the University of Hawaii Center for Labor Education and Research and the Hawaii Labor Heritage Council. He has also served on the Judicial Selection Commission, as a trustee at the Blood Bank of Hawaii and a board member of the Hawaii Visitors and Convention Bureau.

His years of experience, his willingness to serve the community and his integrity will serve him well in this important role in State government.

Mahalo for the opportunity to testify in strong support of Leonard Hoshijo.



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1186 • Affiliated with AFL-CIO

1935 HAU STREET, ROOM 401 • HONOLULU, HI 96819-5003
TELEPHONE (808) 847-5341 • FAX (808) 847-2224

February 17, 2015

TO: SENATE COMMITTEE ON JUDICIARY AND LABOR

For Hearing on Thursday, February 19, 2015, at 9:00 a.m., in Conf. Rm. 016

RE: TESTIMONY IN SUPPORT OF GM5 36

Honorable Chair Keith-Agaran, Vice Chair Shimabukuro, and Committee Members,

The **International Brotherhood of Electrical Workers Local Union 1186** represents over 3,400 members working in electrical construction, telecommunications, and with Oceanic Cable. Our members include civil service employees at Pearl Harbor, Hickam, Kaneohe, and military facilities throughout Hawaii. IBEW Local 1186 also represents over 110 signatory electrical contracting companies that perform most of the electrical work in our state.

We support GM 536 and the Governor's nomination of Leonard Hoshijo for the position of Deputy Director for the State Department of Labor & Industrial Relations. Mr. Hoshijo is very familiar with the operations and goals of the Labor Department through his years working with ILWU and the Carpenter's Union in Hawaii, and will be able to help DLIR become more effective.

Mr. Hoshijo has been an active member in the labor and construction industry for decades and contributed much to his local community through public service. We appreciate his willingness to serve in such an important position in the Governor's Administration.

For these reasons, IBEW Local Union 1186 supports GM 536. Thank you for giving us this opportunity to offer our testimony.

Mahalo and aloha,

Damien Kim
Business Manager – Financial Secretary
International Brotherhood of
Electrical Workers, Local Union 1186

Hawai'i Construction Alliance

P.O. Box 179441
Honolulu, HI 96817
(808) 348-8885

February 16, 2015

The Honorable Gilbert S.C. Keith-Agaran, Chair
The Honorable Maile S.L. Shimabukuro, Vice Chair
and members
Committee on Judiciary and Labor
Hawai'i State Senate
Honolulu, Hawai'i 96813

Dear Chair Keith-Agaran, Vice Chair Shimabukuro, and members:

The Hawai'i Construction Alliance is comprised of the Hawai'i Regional Council of Carpenters; the Operative Plasterers' and Cement Masons' Union, Local 630; International Union of Bricklayers & Allied Craftworkers, Local 1; the Laborers' International Union of North America, Local 368; and the Operating Engineers, Local Union No. 3. Together, the member unions of the Hawai'i Construction Alliance represent 15,000 working men and women in the basic crafts of Hawai'i's construction industry.

We **strongly support** the nomination of Leonard Hoshijo as Deputy Director of the Department of Labor and Industrial Relations, as transmitted by GM536.

The Department of Labor and Industrial Relations is charged with the administration of programs designed to increase the economic security, physical and economic well-being, and productivity of workers, including the administration of workers' compensation, employment security, apprenticeship training, wage and hour, and industrial relations laws. The department is further charged with developing, preparing, and disseminating information on employment, unemployment, and general labor market conditions. Each of these functions has an essential role in the health, safety, and well-being of our members.

As Education and Political Director of the Hawai'i Regional Council of Carpenters, Mr. Hoshijo was an integral member of the union staff, with purview over member education programs, internal governance and operations, and contract negotiation and administration. As a member of the Hawai'i Construction Alliance government affairs subcommittee, he contributed a wealth of knowledge to our group on how various policies on the county, state, and federal level might impact our members. As Deputy Director of the Department of Labor and Industrial Relations, he will be able to apply the same knowledge, thoughtfulness, and attention on behalf of all workers in the State of Hawai'i.

With his impressive professional experience with the Hawai'i Regional Council of Carpenters and the International Longshore and Warehouse Union, as well as his extensive community service activities, we find that Mr. Hoshijo is eminently qualified to serve as Deputy Director of the Department of Labor and Industrial Relations.

Therefore, we request your committee's **favorable consideration** the nomination of Leonard Hoshijo as Deputy Director of the Department of Labor and Industrial Relations, as transmitted by GM536.

Mahalo,



Tyler Dos Santos-Tam
Executive Director
Hawai'i Construction Alliance



HAWAII LABORERS-EMPLOYERS COOPERATION AND EDUCATION TRUST
1617 Palama Street · Honolulu, HI 96817 · Phone: 808-845-3238 · Fax: 808-845-8300 · URL: hilecet.org

TESTIMONY BY CLYDE T. HAYASHI
HAWAII LECET

THE SENATE
THE TWENTY-EIGHTH LEGISLATURE
REGULAR SESSION OF 2015

COMMITTEE ON JUDICIARY AND LABOR
Senator Gilbert S.C. Keith-Agaran, Chair
Senator Maile S.L. Shimabukuro, Vice Chair

NOTICE OF HEARING

DATE: Thursday, February 19, 2015
TIME: 9:00am
PLACE: Conference Room 016
State Capitol
415 South Beretania Street

TESTIMONY ON GM 536.

TO THE HONORABLE GILBERT KEITH-AGARAN, CHAIR, MAILE SHIMABUKURO, VICE CHAIR,
AND MEMBERS OF THE COMMITTEE:

My name is Clyde T. Hayashi, and I am the Director of Hawaii Laborers-Employers Cooperation and Education Trust (LECET). Hawaii LECET is a labor-management partnership between the Hawaii Laborers Union, Local 368 and its 250+ unionized contractors.

Mahalo for the opportunity to testify in **STRONG SUPPORT** for GM 536, which submits for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, gubernatorial nominee, LEONARD HOSHIJO, for a term to expire on 12-03-2018.

Mr. Hoshijo has over twenty years of experience in the labor organizations, having worked for the International Longshore and Warehouse Union (ILWU) as a Housing Representative and later as their International Representative and International Vice President. He most recently worked for the Hawaii Regional Council of Carpenters as their Education and Political Director. In addition, Mr. Hoshijo has extensive experience working with legislators for both the city and state, and has worked on countless pieces of legislation to protect workers' rights.

Despite his busy schedule, Mr. Hoshijo volunteers his time to serve on the Labor Education Advisory Council for the University of Hawaii at West Oahu Center for Labor



HAWAII LABORERS-EMPLOYERS COOPERATION AND EDUCATION TRUST
1617 Palama Street · Honolulu, HI 96817 · Phone: 808-845-3238 · Fax: 808-845-8300 · URL: hilecet.org

Education and Research. He is also the Director and Officer of the Hawaii Labor Heritage Council, an arts and education non-profit. Mr. Hoshijo also serves as Director and Officer for the Hawaii Housing Development Corporation, Jack Hall Kona Memorial Housing Corporation, Waipahu Jack Hall Memorial Housing Corporation, Ewa Housing Foundation, Kohala Union Housing Corporation, Ka'u Housing Corporation and Jack Hall Hawaii Housing Corporation.

I strongly believe Mr. Hoshijo will be an excellent Deputy Director for the State Department of Labor and Industrial Relations. His industry experience is invaluable, and his willingness to continue to serve the community is commendable. For these reasons, I humbly ask for your **SUPPORT** of Mr. Leonard Hoshijo as Deputy Director for the Hawaii State Department of Labor and Industrial Relations.



Randy Perreira
President

HAWAII STATE AFL-CIO

345 Queen Street, Suite 500 • Honolulu, Hawaii 96813

The Twenty-Eighth Legislature, State of Hawaii
Hawaii State Senate
Committee on Judiciary and Labor

Telephone: (808) 597-1441
Fax: (808) 593-2149

Testimony by
Hawaii State AFL-CIO
February 19, 2015

G.M. 536 – DEPUTY DIRECTOR OF
THE DEPARTMENT OF LABOR
AND INDUSTRIAL RELATIONS

The Hawaii State AFL-CIO strongly supports the nomination of Leonard Hoshijo to be the Deputy Director for the Department of Labor and Industrial Relations (DLIR).

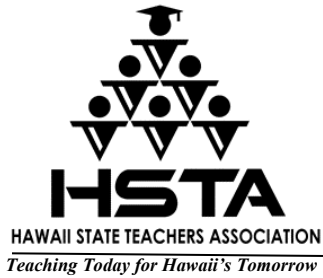
Mr. Hoshijo has over forty years of experience in employment and labor relations having worked for the International Longshore and Warehouse Union (ILWU) and most recently as the Education and Political Director for the Hawaii Regional Council of Carpenters, including serving on various boards and commissions such as the Blood Bank of Hawaii and the Labor Education Advisory Board. His work and community experience have provided him with a vast knowledge of the issues that pertain to the DLIR and an exceptional understanding of the numerous programs it oversees and implements.

In addition, I have known Mr. Hoshijo for countless years and can attest to his solid work ethic, commitment to improve Hawaii and always striving to be his very best. Mr. Hoshijo will undoubtedly be able to take on the difficult tasks that lie ahead and I know he will provide a fair and balanced approach. I can confidently and enthusiastically recommend Mr. Hoshijo to be the next Deputy Director for the Department of Labor and Industrial Relations.

Thank you for the opportunity to testify.

Respectfully submitted,

Randy Perreira
President



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

TESTIMONY BEFORE THE SENATE COMMITTEE
ON JUDICIARY AND LABOR

Wil Okabe
President
Joan Kamila Lewis
Vice President
Colleen Pasco
Secretary-Treasurer
Wilbert Holck
Executive Director

DATE: THURSDAY, FEBRUARY 19, 2015

RE: G.M. 536 – DEPUTY DIRECTOR OF THE DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE LEONARD
HOSHIJO, TERM TO EXPIRE 12-3-2018

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Gilbert Keith-Agaran, Honorable Vice Chair Maile Shimabukuro
and Members of the Committee:

The Hawaii State Teachers Association (HSTA) **supports G.M. 536** which submits for
consideration the appointment of Mr. Leonard Hoshijo for the Deputy Director of the
Department of Labor and Industrial Relations. Mr. Hoshijo has a depth and background
in employment and labor relations and knows the purposes of DLIR programs. He is
analytical in working toward solutions as well as skilled in recognizing points of various
labor agreements.

Thank you for this opportunity to testify and show our support for Mr. Leonard Hoshijo.

The Twenty-Eighth Legislature
Regular Session of 2015

THE SENATE

Committee on Judiciary and Labor
Senator Gilbert S.C. Keith-Agaran, Chair
Senator Maile S.L. Shimabukuro, Vice Chair
State Capitol, Conference Room 016
Thursday, February 19, 2015; 9:00 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON G.M. 536
LEONARD HOSHIJO
DEPUTY DIRECTOR, DEPARTMENT OF LABOR
AND INDUSTRIAL RELATIONS**

The ILWU Local 142 strongly supports the confirmation of Leonard Hoshijo for Deputy Director of the Department of Labor and Industrial Relations (DLIR).

Leonard graduated from Antioch College, known for integrating a solid liberal arts education with practical work experience. His world view was shaped by his upbringing in Hawaii and his parents, one who fought in World War II and the other who was detained in a Japanese internment camp, but it was at Antioch where Leonard cultivated his activist bent and his desire for social and economic justice.

Upon graduation, Leonard went to work for the ILWU and held increasingly responsible positions up to his election as International Vice President. Throughout his 25 years at the ILWU, Leonard was a leader. He spearheaded the development of the ILWU's six affordable rental housing projects statewide for low-income seniors and families as well as the transformation of plantation housing to homeownership. He led the ILWU's Organizing Department, helping to organize thousands of workers into the union. He was a negotiator, a teacher, an administrator, a community leader.

Leonard has worked for the Carpenters Union for the past 14 years as Education and Political Director. Using skills developed while at the ILWU, Leonard assist the Carpenters in government affairs, member education, contract negotiations, and project labor agreements.

Throughout his career, Leonard has worked collaboratively with employers, government officials, and community organizations and has earned their respect and trust. He is fair, balanced, and will look at issues analytically, consider all viewpoints, try to find common ground, then act accordingly.

Leonard already has a firm working knowledge of the Department, which will be especially important as a new Director has yet to be named. He has the skills, the knowledge, the temperament, and the experience to help lead the Department, which has been steadily resuming all the functions that were curtailed during the recession. Leonard can help to rebuild the Department to ably serve the interests of both workers and employers.

The ILWU strongly urges confirmation of Leonard Hoshijo for Deputy Director of the Department of Labor and Industrial Relations. Thank you for considering our testimony.



**International Union of Bricklayers and
Allied Craftworkers Local #1 of Hawaii**
2251 North School St. * Honolulu, HI 96819 * Phone (808) 841-0491 * Fax (808) 847-4782

February 12, 2015

The Honorable Gilbert S.C. Keith-Agaran, Chair
The Honorable Maile S.L. Shimabukuro, Vice Chair
and members
Committee on Judiciary and Labor
Hawai'i State Senate
Honolulu, HI 96813

**TESTIMONY IN SUPPORT OF THE APPOINTMENT FOR
LEONARD HOSHIGO FOR DEPUTY DIRECTOR OF DLIR**

Dear Committee Members:

My name is Nolan G. Moriwaki, Financial Secretary-Treasurer/Business Manager of the
Masons Union Local #1 HI, IUBAC, representing over a 1,000 members in the ceramic
and marble tile, blocksetters and stone masons industry.

I have worked with Mr. Hoshigo in the various areas of the construction industry
including negotiations and legislative issues. He has shown great proficiency and
dedicated teamwork over the years I have worked with him. He is also a man of
compassion for his work and his fellow co-workers. His experience, honesty and
knowledge of the construction industry will make him a great asset to the DLIR.

The Masons Union Local #1 HI fully supports Mr. Hoshigo's appointment, he will bring
much compassion and reliability to the DLIR.

Thank you for allowing this testimony.

Sincerely,

Nolan G. Moriwaki

Nolan G. Moriwaki
Financial Secretary-Treasurer/
Business Manager
Local #1 HI, IUBAC



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

LOCAL 142

February 19, 2015

The Honorable Gilbert S.C. Keith-Agaran, Chair
The Honorable Maile S.L. Shimabukuro, Vice Chair
Committee on Judiciary and Labor
Hawaii State Senate

Hearing: State Capitol, Conference Room 016
Thursday, February 19, 2015; 9:00 a.m.

Subject: **G.M. 536**
LEONARD HOSHIJO
Deputy Director, Department of Labor and Industrial Relations

Chair Keith-Agaran, Vice Chair Shimabukuro, and Members of the Committee:

My name is Michael Machado, and I am the Kauai Division Director for the ILWU Local 142. I am testifying in strong support of Leonard Hoshijo for the position of Deputy Director for the Department of Labor and Industrial Relations (DLIR).

I have known Leonard for almost 30 years. When I first met him, he was an organizer for the ILWU. Leonard was serious about whatever he did, and organizing was serious business for him. He was committed to the union and committed to persuading workers that they should join the union for a voice at work. He was also a tough taskmaster, holding his organizers to a high standard and requiring of them no less than he would do.

Without a doubt, Leonard is a leader. He is smart, serious, dedicated, hard-working, and has a wry sense of humor. Above all, Leonard is fair. He never plays favorites, he treats people equally, he has earned the respect of everyone who has worked with him.

When he left the ILWU, I felt that we lost one of the good ones. But the Carpenters Union had the good fortune of gaining his wealth of experience and knowledge. We were glad that he stayed with the labor movement.

I sincerely hope that Leonard is confirmed for the Deputy Director position at the DLIR. Governor Ige made a good choice. Leonard will be a major asset to the Department. Please support his confirmation. Thank you.

Sincerely,

Michael Machado
ILWU Kauai Division Director

**TESTIMONY OF GINO SOQUENA
GOVERNMENT RELATIONS DIRECTOR
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA LOCAL 368**

COMMITTEE ON JUDICIARY AND LABOR
Senator Gilbert S.C. Keith-Agaran, Chair
Senator Maile S.L. Shimabukuro, Vice Chair

NOTICE OF HEARING

DATE: Thursday, February 19, 2015
TIME: 9:00 am
PLACE: Conference Room 016
State Capitol
415 South Beretania Street

TESTIMONY ON CONSIDERATION AND CONFIRMATION OF GUBERNATORIAL NOMINEE, LEONORD HOSHIJO, AS THE DEPUTY DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS.

TO THE HONORABLE GILBERT S.C. KEITH-AGARAN, CHAIR, THE HONORABLE MAILE S.L. SHIMABUKURO, VICE CHAIR, AND MEMBERS OF THE JUDICIARY AND LABOR COMMITTEE:

My name is Gino Soquena, and I am the Government and Community Relations Director of the Laborers' International Union of North America Local 368, which represents almost 5,000 members throughout the State of Hawaii.

Thank you for the opportunity to submit testimony in support of GM536.

Coming from an organization of Labor and also one that deals with wage compliance, I know firsthand how important it is for the Department of Labor and Industrial Relations to have someone that is qualified to serve as Deputy Director. With over 40 years in the Labor industry, Mr. Hoshijo has the experience and the knowledge to serve as the next Deputy Director.

So on behalf of the members of the Laborers' International Union of North America Local 368, we request your committee's favorable consideration for the nomination of Leonard Hoshijo as Deputy Director of the Department of Labor and Industrial Relations.

Gino Soquena
Hawaii Laborers Union Local 368
(808) 673-0441



**International Union of Bricklayers and
Allied Craftworkers Local #1 of Hawaii**
2251 North School St. * Honolulu, HI 96819 * Phone (808) 841-0491 * Fax (808) 847-4782

February 12, 2015

The Honorable Gilbert S.C. Keith-Agaran, Chair
The Honorable Maile S.L. Shimabukuro, Vice Chair
and members
Committee on Judiciary and Labor
Hawai'i State Senate
Honolulu, HI 96813

**TESTIMONY IN SUPPORT OF THE APPOINTMENT FOR
LEONARD HOSHIGO FOR DEPUTY DIRECTOR OF DLIR**

Dear Committee Members:

My name is Nolan G. Moriwaki, Financial Secretary-Treasurer/Business Manager of the
Masons Union Local #1 HI, IUBAC, representing over a 1,000 members in the ceramic
and marble tile, blocksetters and stone masons industry.

I have worked with Mr. Hoshigo in the various areas of the construction industry
including negotiations and legislative issues. He has shown great proficiency and
dedicated teamwork over the years I have worked with him. He is also a man of
compassion for his work and his fellow co-workers. His experience, honesty and
knowledge of the construction industry will make him a great asset to the DLIR.

The Masons Union Local #1 HI fully supports Mr. Hoshigo's appointment, he will bring
much compassion and reliability to the DLIR.

Thank you for allowing this testimony.

Sincerely,

Nolan G. Moriwaki

Nolan G. Moriwaki
Financial Secretary-Treasurer/
Business Manager
Local #1 HI, IUBAC



**International Union of Bricklayers and
Allied Craftworkers Local #1 of Hawaii**
2251 North School St. * Honolulu, HI 96819 * Phone (808) 841-0491 * Fax (808) 847-4782

February 17, 2015

The Honorable Gilbert S.C. Keith-Agaran, Chair
The Honorable Maile S.L. Shimabukuro, Vice Chair
and members
Committee on Judiciary and Labor
Hawai'i State Senate
Honolulu, HI 96813

TESTIMONY IN SUPPORT OF THE APPOINTMENT FOR
LEONARD HOSHIJO FOR DEPUTY DIRECTOR OF DLIR

Dear Committee Members:

I'm Ricky Tamashiro President of the Masons Union Local #1 Hawaii, I have worked with Mr. Hoshijo in the various areas of the construction industry including negotiations and legislative issues. He has shown great proficiency and dedicated teamwork over the years I have worked with him. He is also a man of compassion for his work and his fellow co-workers. His experience, honesty and knowledge of the construction industry will make him a great asset to the DLIR.

The Masons Union Local #1 HI, IUBAC, represents over a 1,000 members in the Ceramic and Marble Tile, Blocksetters and Stone Masons industry.

The Masons Union Local #1 HI fully supports Leonard's appointment, he will bring much compassion and reliability to the DLIR.

Thank you for allowing this testimony.

Sincerely,

Ricky Tamashiro
President
Local #1 HI, IUBAC



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

The Twenty-Eighth Legislature, State of Hawaii
The Senate
Committee on Judiciary and Labor

Testimony by
Hawaii Government Employees Association
February 19, 2015

G.M. 536 - CONSIDERATION AND
CONFIRMATION AS THE DEPUTY DIRECTOR
OF THE DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS, GUBERNATORIAL
NOMINEE LEONARD HOSHIJO

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the appointment of Mr. Leonard Hoshijo as the Deputy Director of the Department of Labor and Industrial Relations.

Mr. Hoshijo has dedicated a combined 41 years working for the labor community. First joining the International Longshore and Warehouse Union, Mr. Hoshijo held numerous positions as a Housing Representative, Organizer, International Representative and International Vice President. Mr. Hoshijo is currently serving as the Education and Political Director at Hawaii Regional Council of Carpenters, where he oversees various member education programs and manages the union's internal governance and operational procedures. Through his experience at both the ILWU and the Carpenters Union, Mr. Hoshijo has become exceptionally well versed in employment and labor relations and has developed an acute understanding of Hawaii's labor landscape.

Mr. Hoshijo is also an active member of our community, serving on numerous boards including the Labor Education Advisory Board at the University of Hawaii Center for Labor and Education and Research, Hawaii Council for Housing Action, and previously on the Hawaii Visitors and Convention Bureau. With his extensive knowledge and continual willingness to serve and improve labor in every capacity, we believe Mr. Hoshijo will be an excellent addition to the Department of Labor and Industrial Relations.

Thank you for the opportunity to testify in strong support of Mr. Hoshijo's appointment as the Deputy Director of the Department of Labor and Industrial Relations.

Respectfully submitted,

Randy Perreira
Executive Director

1065 Ahua Street
Honolulu, HI 96819
Phone: 808-833-1681 FAX: 839-4167
Email: info@gcahawaii.org
Website: www.gcahawaii.org



GCA of Hawaii

GENERAL CONTRACTORS ASSOCIATION OF HAWAII

Quality People. Quality Projects.

Uploaded via Capitol Website

February 19, 2015

TO: HONORABLE GIL KEITH AGARAN, CHAIR, HONORABLE MAILE SHIMABUKURO, VICE CHAIR, SENATE COMMITTEE ON JUDICIARY AND LABOR

SUBJECT: **SUPPORT OF GM 536: For consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, LEONARD HOSHIJO, for a term to expire 12-3-2018.**

Hearing

DATE: Thursday, February 19, 2015
TIME: 9:00 a.m.
PLACE: Conference Room 016

Dear Chair Keith Agaran, Vice Chair Shimabukuro, and Members of the Committee,

The General Contractors Association of Hawaii (GCA) is an organization comprised of over hundred five hundred eighty (580) general contractors, subcontractors, and construction related firms. The GCA was established in 1932 and is the largest construction association in the State of Hawaii. The mission is to represent its members in all matters related to the construction industry, while improving the quality of construction and protecting the public interest.

GCA supports Governor's Message 536 and nomination of Leonard Hoshijo to serve as Deputy Director for the Department of Labor and Industrial Relations ("Department"). Mr. Hoshijo will bring a wealth of experience from the private sector involving labor relations and be well-suited to assist in overseeing one of the largest state department's made up of over 13 divisions and an appeals board.

The department is charged with, among other things, administering programs designed to increase the economic security, physical and economic well-being, and productivity of workers, and to achieve good labor-management relations, including the administration of workers' compensation, employment security, apprenticeship training, wage and hour, and industrial relations laws. The department also has the function of developing, preparing, and disseminating information on employment, unemployment, and general labor market conditions.

Mr. Hoshijo's work with different organizations gives him the ability to coordinate with both private and public interests in representing the Department and the State of Hawaii. GCA supports Governor's Message 536 and requests the consent of this Committee.

Thank you for the opportunity to share our support.

From: mailinglist@capitol.hawaii.gov
To: [JDLTestimony](#)
Cc: lkaili@mebaunion.org
Subject: Submitted testimony for GM536 on Feb 19, 2015 09:00AM
Date: Wednesday, February 18, 2015 6:06:17 PM

GM536

Submitted on: 2/18/2015

Testimony for JDL on Feb 19, 2015 09:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
luke kaili	MEBA	Support	No

Comments: February 6, 2015 The Honorable Donna Mercado Kim, Senate President, and Members of the Senate Twenty-Eighth State Legislature State Capitol, Room 409 Honolulu, HI 96813 Dear Senate President Mercado Kim and Members of the Senate, We, the Marine Engineer's Beneficial association, AFL-CIO, is honored to support Leonard Hoshijo's nomination as Deputy Director State Department of Labor and Industrial Relations. We are confident that his concrete experience with affordable housing problems, exposure to the visitor industry, urban planning, international economies are crucial to Hawaii's economy. Also, his knowledge and close relationship with various labor unions will surely advance the middle class. We look forward in partnering with Mr. Hoshijo and his staff should his nomination be granted. Aloha, Luke Kaili MEBA Representative 521 Ala Moana BLVD #254, Honolulu, HI 96813

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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HAWAII REGIONAL COUNCIL OF CARPENTERS

February 18, 2015

The Honorable Gilbert S.C. Keith-Agaran, Chair,
The Honorable Maile S.L. Shimabukuro, Vice Chair, and
Members of the Senate Committee on Judiciary and Labor

Governor's Message 536

Submitting for consideration and confirmation as the Deputy Director of the
Department of Labor and Industrial Relations, Gubernatorial Nominee, Leonard Hoshijo

Thursday, February 19, 2015
9:00 a.m., Room 16, State Capitol

Dear Chair Keith-Agaran, Vice Chair Shimabukuro, and members of the committee,

The Hawaii Regional Council of Carpenters, which represents 6,000 carpenters and drywall installers in the state, **strongly supports the nomination of Leonard Hoshijo for deputy director of the Department of Labor and Industrial Relations.** Mr. Hoshijo has dedicated the last 40 years of his life to the local labor movement and Hawaii's working people.

He began his career at the International Longshore and Warehouse Union as a housing representative, and worked his way up to international vice president before accepting a position with our union in 2001.

For the last 14 years, Mr. Hoshijo has worked as the education and political director for the Regional Council. He has implemented programs that have educated our members about the origins and services of the union, and has worked with labor and management parties to successfully negotiate five-year carpentry and drywall contracts. Mr. Hoshijo was also instrumental in establishing the union's first public/private project labor agreements with military housing developers Lend Lease (formerly Actus Lend Lease) and Forest City Hawaii—ensuring that homes for U.S. Army, Navy, Marines, and Air Force families would be built efficiently for 50 years at area standard wages for construction workers.

Mr. Hoshijo possesses broad knowledge in contract negotiations, labor laws, and employment and labor relations. His ability to work with both management and labor will be beneficial, as he continues to serve the people of Hawaii in the public sector. Therefore, we request your committee's favorable consideration to confirm Mr. Hoshijo as deputy director of the Department of Labor and Industrial Relations.

STATE HEADQUARTERS & BUSINESS OFFICES

OAHU: 1311 Houghtailing Street, Honolulu, Hawaii 96817-2712 • Ph. (808) 847-5761 Fax (808) 841-0300

HILO OFFICE: 525 Kilauea Avenue, Room 205, Hilo, Hawaii 96720-3050 • Ph. (808) 935-8575 Fax (808) 935-8576

KONA OFFICE: 75-126 Lunapule Road, Kailua-Kona, Hawaii 96740-2106 • Ph. (808) 329-7355 Fax (808) 326-9376

MAUI OFFICE: 330 Hookahi Street, Wailuku, Maui 96793-1449 • Ph. (808) 242-6891 Fax (808) 242-5961

KAUAI OFFICE: Kuhio Medical Ctr. Bldg., 3-3295 Kuhio Hwy., Suite 201, Lihue, Kauai 96766-1040 • Ph. (808) 245-8511 Fax (808) 245-8911



HAWAII EMPLOYERS COUNCIL

February 12, 2015

The Honorable Senator Gilbert Keith-Agaran
Chair, Committee on Judiciary and Labor
Hawaii State Capitol, Room 221
415 S. Beretania Str.
Honolulu, HI 96813

Dear Senator Agaran:

I am writing in support of Nominee for Deputy Director at the State Department of Labor and Industrial Relations, Leonard Hoshijo. I have known and worked with Leonard for over twenty years in my previous role as Commissioner for the Federal Mediation and Conciliation Service and currently as Vice President of Negotiation Services at the Hawaii Employers Council.

While working at the ILWU Local 142 and most recently with the Hawaii Regional Council of Carpenters, Leonard has always advocated with respect, integrity and determination. While advocating for labor, Leonard was very successful in finding a balance between the interest of labor and management. Through his diverse work experience, Leonard has developed a broad knowledge and skills base that will satisfy the needs of the business and labor community in Hawaii. Leonard has proven to be an excellent listener, a creative problem solver and a dedicated advocate to improve the local community.

Leonard Hoshijo will serve the State Department of Labor and Industrial Relations well and will definitely be an invaluable asset to the Department.

Sincerely,

Ken Kawamoto
VP and Director of Negotiation Services



ALEXANDER & BALDWIN, INC.

MEREDITH J. CHING
Senior Vice President

822 Bishop Street
Honolulu, Hawaii 96813
P.O. Box 3440
Honolulu, Hawaii 96801-3440
www.alexanderbaldwin.com
Tel (808) 525-6669
Fax (808) 525-6677
email: mching@abinc.com

February 19, 2015

The Honorable Gilbert Keith-Agaran, Chair
The Honorable Maile Shimabukuro, Vice Chair
Members of the Senate Committee on Judiciary and Labor
State Capitol, Room 016
415 S. Beretania Street
Honolulu, HI 96813

Chair Keith-Agaran, Vice-Chair Shimabukuro and Members of the Senate Committee on
Judiciary and Labor:

RE: GM 536: Confirmation of Leonard Hoshijo as Deputy Director, Department of
Labor and Industrial Relations

Thank you for this opportunity to express my strong support for the confirmation of
Mr. Leonard Hoshijo to the position of Deputy Director of the State Department of Labor
and Industrial Relations.

I have known Leonard Hoshijo for approximately 30 years now. He was one of the first
ILWU representatives that I met at the beginning of my career with Alexander &
Baldwin, Inc. Though somewhat natural 'adversaries', labor and management, Leonard
is a trusted friend, and we have always been able to work together on business and non-
profit matters alike. While ably representing the union perspective, Leonard has always
demonstrated an ability—and desire—to see the larger context, to understand all facets of
a situation. He seeks out information and is a thoughtful processor of information.

Leonard is clearly qualified to handle the duties of the DLIR Deputy Director. His career
has offered him a working knowledge of employment and labor matters, and I am certain
that he is well-versed in the DLIR programs. This experience, combined with his calm
and stable persona and his deep concern for the people of Hawaii, bodes well for this
position.

Leonard Hoshijo will be a strong contributor to the DLIR and I urge you to confirm his
appointment as Deputy Director.

Thank you for your consideration.

Very truly yours,

Meredith J. Ching

CARLSMITH BALL LLP

A LIMITED LIABILITY LAW PARTNERSHIP

ASB TOWER, SUITE 2100
1001 BISHOP STREET
HONOLULU, HAWAII 96813
TELEPHONE 808.523.2500 FAX 808.523.0842
WWW.CARLSMITH.COM

DIRECT DIAL NO. 808.523.2554

LSO@CARLSMITH.COM

February 10, 2015

VIA E-MAIL | SENKEITHAGARAN@CAPITOL.HAWAII.GOV

Committee on Judiciary and Labor
The Senate | State of Hawaii
Hawaii State Capitol | Room 221
415 S. Beretania Street
Honolulu, Hawai'i 96813

Attention: Senator Gilbert S. C. Keith-Agaran, Chair

Dear Chair and Members of the Committee:

I am very pleased to write this letter in *strong* support of the appointment of Leonard Hoshijo for the position of Deputy Director of the State Department of Labor and Industrial Relations.

I've known and worked with Leonard for over 30 years. I first met Leonard when I was a fellow member of the State's first Judicial Selection Commission. Leonard was an active member and devoted much time to his duties as a Commissioner. He was always conscientious in participating in the work of the Commission and its deliberations. He was a good and careful listener, but when he spoke, his comments were insightful and carefully considered. The role of the Commission was to find, screen, and select good judges and, based on my observation of his actions, he invariably acted in the best interests towards accomplishing that role. Although devoted to his role in the labor movement, one always knew that in the working environment of the Commission, that he was always acting in the best interests of the community at large while a Commission member.

With my knowledge of his work on the Commission and his commitment to a better judicial system, I did not hesitate to ask him to serve on a couple of special committees of the Hawaii Chapter of the American Judicature Society, including one on a very important topic: Judicial Selection and Retention. As usual, he served the committee ably and well and brought perspectives that were helpful to the work of the committee.

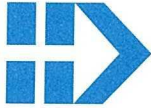
These are but two examples of Leonard's commitment to help our community. He has also served other important community organizations, such as several low income and other housing corporations, the Blood Bank, and the Hawaii Visitors and Convention Bureau.

I have known Leonard to be a personable and highly committed individual, who has come to develop outstanding leadership skills that will serve him well as a Deputy Director of the State's Department of Labor and Industrial Relations. Just as he has done well in his previous positions, I am confident that Leonard will do well as the Deputy Director. Thus, I wish to encourage the chair and members of the Committee to approve his nomination as I have no hesitation in recommending Leonard.

Sincerely,

A handwritten signature in black ink, appearing to read "Lawrence S. Okinaga", written in a cursive style.

Lawrence S. Okinaga



HAWAIIAN DREDGING
CONSTRUCTION COMPANY, INC.

Sent via email senkeithagaran@capitol.hawaii.gov

February 9, 2015

Senator Gilbert Keith-Agaran
Chair, Committee on Judiciary and Labor
Hawaii State Capitol, Room 221
415 S. Beretania Street
Honolulu, HI 96813

Subject: Leonard Hoshijo

Dear Senator Keith-Agaran:

I am Chairman of Hawaiian Dredging Construction Company, Inc., the State of Hawaii's largest, oldest and most diverse general construction contractor. I also serve as President of the General Contractors Labor Association, the association of general contractors which is signatory to labor agreements with the four basic construction unions.

I fully support the confirmation of Leonard Hoshijo as the Deputy Director of the Department of Labor and Industrial Relations for the State of Hawaii.

I have known Leonard for 15 years. I have worked with him on a variety of labor matters involving the construction industry. He has always been extremely professional and fully committed to improving the lives of working people. He works to understand the specifics/problems of any issue and attempts to find the best, complete resolution of a matter for all parties concerned.

I am sure he is well suited for the Deputy Director position. He will execute his specific duties and overall responsibilities in an outstanding manner.

Sincerely,

William J. Wilson
Chairman of the Board
Hawaiian Dredging Construction Company, Inc.



February 10, 2015

BOARD OF DIRECTORS

Chairperson

VerlieAnn-Malina-Wright, Ed.D

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45-285 Kaneohe Bay Drive
Kaneohe, Hawaii 96744

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www.thepaf.org

herblee@thepaf.org

Senator Gilbert Keith-Agaran
Chair, Committee on Judiciary and Labor
Hawaii State Capitol Room 221
415 S. Beretania St.
Honolulu, HI 96813

I am writing to express my support for Mr. Leonard Hoshijo, as Deputy Director of the State Department of Labor and Industrial Relations.

I am the current Executive Director of the Pacific American Foundation since 2005. We are a non-profit organizations established in 1993 to help improve the lives of all Pacific Americans. Our focus has primarily been on developing innovative culture and placed-based education programs, professional development for teachers, career planning and development and youth leadership.

I have known Mr. Hoshijo since our college days at the University of Hawaii in the early 1970's and we have stayed in touch over the years as we developed experience in working for the betterment of our communities from different disciplines.

I can say without a doubt that Mr. Hoshijo has been consistently a person of deep moral character and values in the things that make Hawaii unique as a culture and diverse as a people. I have always known him to be a strong advocate for doing what is right, doing his homework, and always working to finding solutions in areas of disagreement.

His many years in working with the ILWU and then the Carpenters union have honed his skills in learning to deal with employment and labor relations and being very solution oriented. His thirty plus years of experience in working with labor groups and employers has given him a deep understanding of the issues that the State Department of Labor must deal with on a daily basis in the protection and advocacy of fair labor practices.

Over the years, we have participated in various affordable housing issues going back to the days of the Ewa Sugar workers, working with the visitor industry and with future development interest that met the needs of both community and owners.

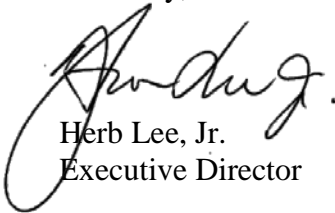


I could always count on his ability to analyze and look at challenges from different perspectives in articulating either a position or in the constant dialogue of negotiation among parties.

I hope that you will give his appointment your highest consideration in best serving the needs of the people of Hawaii.

If you have any questions, please contact me at 927-5646 or via email at Lee3pond@yahoo.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Herb Lee, Jr." with a stylized flourish at the end.

Herb Lee, Jr.
Executive Director



RALPH S. INOUYE CO LTD
GENERAL CONTRACTOR

2831 Awaawaloa Street
Honolulu, Hawaii 96819

T: 808.839.9002
F: 808.833.5971

License No. ABC-457
Founded in 1962

Sent Via Fax: 586-7348

February 18, 2015

TO: THE HONORABLE SENATOR GILBERT S.C. KEITH-AGARAN, CHAIR AND MEMBERS OF THE COMMITTEE ON JUDICIARY AND LABOR

SUBJECT: GM 536 Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, **LEONARD HOSHIO** for a term to expire 12-03-2018

NOTICE OF HEARING

DATE/TIME: Thursday, February 19, 2015, 9:00 a.m.
PLACE: Conference Room 016

The Honorable Senator Keith-Agaran and Members of the Committee:

Ralph S. Inouye Co., Ltd. (RSI) and I personally support the confirmation of **Leonard Hoshijo** as the Deputy Director of the Department of Labor and Industrial Relations (DLIR). I have had the privilege of working with **Mr. Hoshijo** for over 10 years as a labor advocate for the Hawaii Regional Council of Carpenters (Carpenters Union). Throughout that time, I have witnessed his effectiveness due to his willingness to work collaboratively with management to help solve labor problems relating to the construction industry.


For example, during the 2013 legislative session, the General Contractors Association of Hawaii (GCA), the Building Industry Association (BIA), and other construction industry firms were deeply concerned with a bill sponsored by the carpenters union. Throughout the legislative process, **Mr. Hoshijo**, on behalf of the Carpenters Union, continuously held meetings with us individually and collectively, and set up meetings with key tax department individuals to go over ramifications of the bill. He even took the time to meet with the "bean counters" of representative construction companies to go over their concerns with the bill. We were all extremely pleased with his willingness to hear our concerns along with his efforts to sincerely address them.

With his 40 years representing labor unions in the state, he certainly has the depth and breadth of experience in labor relations, backed by his intelligence and educational background. I am convinced he has the interests of labor in his heart and yet is still understanding of management's perspective in trying to craft outcomes that make sense for both as well as for the community at large. I feel he will serve the DLIR well.

Accordingly, RSI and I personally support the confirmation of **Leonard Hoshijo** as the Deputy Director of the DLIR.

Sincerely,

RALPH S. INOUYE CO., LTD.


for Lance M. Inouye
President

RESORT HOLDINGS, LLC
1288 Ala Moana Boulevard, Suite 201
HONOLULU, HI 96814
PHONE (808) 692-0085 FAX (808) 524-0766

DATE: February 19, 2015

TO: The Honorable Gilbert S.C. Keith-Agaran, Chair
and Members of the Senate Committee on Judiciary and Labor

SUBJECT: Governor's Message: 536
Confirmation Hearing of Leonard Hoshijo, Deputy Director to the State
Department of Labor and Industrial Relations

It is with great pleasure to endorse the appointment of **Mr. Leonard Hoshijo** as Deputy Director of the State Department of Labor and Industrial Relations. We are extremely pleased to learn of Governor Ige's selection of Mr. Hoshijo who possesses a wealth of experiences in the field of labor-management relations and knowledgeable of employment laws.

Mr. Hoshijo was born and raised in Hawaii. He has dedicated his entire career working for labor unions in varied capacities from organizer, union negotiator, contract administration, advocating social issues on behalf of workers such as health, safety, and housing, and government relations.

I have known Mr. Hoshijo for more than 30-years, and as a friend, I can attest to his exceptional and stable character. On the professional side, I have found to him to be approachable, having a good sense of fairness, and reasonableness in addressing labor-management issues.

I am confident that Mr. Hoshijo will apply sound judgment and principals on matters before the State Department of Labor and Industrial Relations and act upon them in a judicious manner.

Thank you for the opportunity to testify in support of Mr. Leonard Hoshijo's appointment to Deputy Director, Department of Labor and Industrial Relations.

Sincerely,



Brian T. Tamamoto
Executive Vice President



The Senate
The Twenty-Eighth Legislature
Regular Session of 2015

Committee on Judiciary and Labor
Senator Gilbert S.C. Keith-Agaran, Chair
Senator Maile S.L. Shimabukuro, Vice Chair

Re: GM 536
Thursday, February 19, 2015
9:00 a.m., Conference Room 016
State Capitol, 415 S. Beretania Street

Aloha, my name is Brenda Ching, Executive Director for SAG-AFTRA Hawaii Local. I am submitting testimony on behalf of nominee Leonard Hoshijo as the Deputy Director for the State of Hawaii's Department of Labor and Industrial Relations.

I've known Leonard Hoshijo for many years. We served together on the Labor Education Advisory Council (LEAC) at the University of Hawaii at West Oahu's Center for the Labor Education & Research (CLEAR). He is a responsible individual, well informed on the issues and committed toward resolutions. He has an in-depth knowledge about labor programs and labor relations. His background and expertise working with both labor and management would make him an ideal candidate for Deputy Director.

Thank you for your consideration of Leonard Hoshijo as the Deputy Director for the State of Hawaii's Department of Labor and Industrial Relations.

Brenda Ching, Executive Director
brenda.ching@sagaftra.org • SAGAFTRA.org • 808.596.0388 / 808.593.2636
SCREEN ACTORS GUILD - AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS
949 KAPIOLANI BLVD., SUITE 105, HONOLULU, HI 96814
Associated Actors & Artistes of America / AFL-CIO

From: mailinglist@capitol.hawaii.gov
To: [JDLTestimony](#)
Cc:
Subject: Submitted testimony for SB803 on Feb 19, 2015 10:00AM
Date: Wednesday, February 18, 2015 5:35:45 PM

SB803

Submitted on: 2/18/2015

Testimony for JDL/HTH on Feb 19, 2015 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Derrick Ishihara	Individual	Support	No

Comments: I fully support this common sense measure.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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The Honorable Gilbert S.C. Keith-Agaran, Chair,
The Honorable Maile S.L. Shimabukuro, Vice Chair, and
Members of the Senate Committee on Judiciary and Labor

Nominee, Leonard Hoshijo (GM 536)
Deputy Director, Department of Labor and Industrial Relations

Thursday, February 19, 2015
9:00a Rm 016, State Capitol

Written Testimony of Dwight Takamine

Chair Keith-Agaran, Vice Chair Shimabukuro, and members of the Judiciary and Labor Committee,

I am respectfully requesting the Committee's favorable consideration of - and submitting my strongest recommendations for - the confirmation of Leonard Hoshijo, as Deputy to the Department of Labor and Industrial Relations (DLIR).

I have known Leonard for over thirty years, and during that time has seen him as a very thoughtful, committed, and responsible leader. Leonard has served as an International Representative for the ILWU Local 142, as well as being part of the Carpenters' Union's staff. While fighting for the best interests of working people, he has a clear understanding of the interdependence between Employers and Employees and works for balanced and "win-win" solutions.

He has worked with the Legislature, and therefore has positive work relationships, and is generally familiar with the legislative process. He has also dealt with the workers' compensation, unemployment insurance, and wage and hour laws while working on behalf of his members. This first-hand knowledge will place him in a strong position to assist the Director in successfully achieving the mission of the DLIR.

The most important asset Leonard brings with him to the position is his personal integrity. In addition to his strong leadership qualities, Leonard has strong character traits. He is not only honest, but truly follows up on what he says he will do.

In light of his experience, knowledge, and personal character, I truly feel that Leonard Hoshijo is the best qualified person, and he will become an excellent Deputy to the Department, if provided with the opportunity. Therefore, I submit my highest recommendations for your confirmation of Leonard Hoshijo as Deputy to the Department of Labor and Industrial Relations.

February 9, 2015

Senator Gilbert Keith-Agaran
Chair
Committee on Judiciary and Labor
Hawaii State Capitol Room 221
415 South Beretania Street
Honolulu, Hawaii 96813

**Statement in Support of Confirmation of Leonard Hoshijo as
Deputy Director, Department of Labor and Industrial Relations**

My name is Gilbert De Motta. I am a resident of Hilo and president of the nonprofit Jack Hall Kona Memorial Housing Corporation. I strongly support the confirmation of Leonard Hoshijo as Deputy Director for the Department of Labor and Industrial Relations.

When Hamakua Sugar went bankrupt in the early 1990s, hundreds of Big Island families living in the company's nine plantation camps lost their jobs and also were in danger of losing their homes.

The federal, state, and county governments were supportive, but no one was able to take over the plantation camps from Hamakua Sugar. Leonard Hoshijo headed up the campaign that saved these nine communities. He worked with Hamakua Sugar, government officials and agencies, and the plantation camp residents to get the permits, approvals, infrastructure, funding, and training to keep these communities in place. Now, if you go up the Hamakua Coast, you will see that these communities are still there and thriving.

Leonard is not afraid to take on big challenges. He's shown me that he can work with many different interests to improve the lives of working people. He is a great choice for Deputy Director of the Department of Labor and Industrial Relations, and I urge you to confirm his appointment.

Thank you.

Sincerely,

Gilbert De Motta

Gilbert De Motta

Senator Gilbert Keith-Agaran, Chair
Senate Committee on Judiciary and Labor

Thursday, February 19, 2015, 9:00 a.m.
Hawaii State Capitol, Conference Room 016

**Re: GM 536 – Submitting for consideration and confirmation as the Deputy
Director of the Department of Labor and Industrial Relations, Gubernatorial
Nominee, LEONARD HOSHIJO, for a term to expire 12-3-2018.**

Chair Keith-Agaran, Vice Chair Shimabukuro, and Members of the Committee:

I write in strong support of the nomination of Leonard Hoshijo to serve as the Deputy Director of the State Department of Labor and Industrial Relations.

I have known Leonard for many years going back to the 1980's when he was with the ILWU. Over the years and in my representation of several different Hawaii companies, I negotiated several agreements with him. Leonard represented either the ILWU or the Hawaii Regional Council of Carpenters. Our latest negotiation took place in 2014. I have always been on the opposite side of the table from Leonard.

Through these experiences, I found Leonard to be professional, knowledgeable, reasonable, and of the highest character in representing the interests of Hawaii's working people and labor force. Not unusual, we were never in agreement when negotiations commenced. We did, however, on every occasion work through the issues, discuss alternatives, reach agreement and moved forward. It was very refreshing that Leonard always had an open door, looked for constructive options and solutions, followed up on commitments and timely responded. Leonard has great energy and a very strong work ethic. I have the highest regard for his abilities and his sense of fairness.

I most respectfully urge you to confirm Leonard Hoshijo as the Deputy Director for the Department of Labor and Industrial Relations. Please feel free to contact me at (808) 544-8300 if you have any questions.

Mahalo for the opportunity to provide comments.

J. Douglas Ing
Managing Partner
Watanabe Ing LLP

February 18, 2015

The Honorable Gilbert S.C. Keith-Agaran
Chair, Senate Committee on Judiciary and Labor
Twenty-Eight State Legislature
Hawaii State Capitol, Room 221
Honolulu, Hawaii 96813

Dear Chair Keith-Agaran, Vice Chair Shimabukuro, and members of the committee:

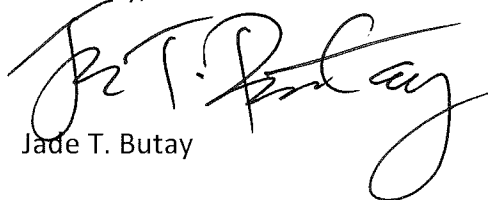
I am writing to support Mr. Leonard Hoshijo's confirmation as the Deputy Director of Labor and Industrial Relations (DLIR). Having been a Deputy Director of DLIR, Mr. Hoshijo will face the tremendous challenge of allocating and managing the Department's resources effectively in order to enforce the laws under the department's charge. Promoting the welfare of Hawaii's workers by improving their working conditions, advancing their opportunities for profitable employment, helping employers find workers, and administering unemployment insurance and workers' compensation are a few of DLIR's responsibilities.

Mr. Hoshijo's background, experience and knowledge of the issues make him well suited to be the Deputy Director at DLIR. His acumen, his impressive grasp of details, and his insight to see the heart of a problem will serve him well in this new undertaking. He has the intelligence to navigate the complex issues and challenges that the DLIR faces, the toughness and the tireless work ethic that this job will require, and the commitment to move the department forward.

I share the confidence of many that he'll be a great Deputy Director and look forward to working with him.

Thank you for your consideration and for the opportunity to submit testimony in support of GM 536.

Sincerely,



Jade T. Butay

**Testimony of John M. Tonaki,
State Public Defender to the Senate Committee
on Judiciary and Labor**

February 19, 2015

Re: GM 536 Nominee Leonard Hoshijo to be Deputy Director of the Department of Labor and Industrial Relations

Chair Keith-Agaran and Members of the Committee:

I am honored to support the nomination of Leonard Hoshijo to be Deputy Director of the Department of Labor and Industrial Relations. I have known Leonard for about 20 years both on a personal and professional basis. He has worked on labor relation issues for his entire career both with the ILWU and the Carpenter's Union. He has been a very firm but fair advocate for labor and is extremely knowledgeable and thoughtful.

Leonard is very knowledgeable on labor and political issues. He possesses a very analytical mind and always thinks his positions through thoroughly. He has a very calm demeanor and does not get flustered under pressure. He is truly a community leader and I believe he will do an excellent job as Deputy Director of the Labor and Industrial Relations.

Thank you for the opportunity to be heard on this matter.

From: mailinglist@capitol.hawaii.gov
To: [JDLTestimony](#)
Cc: [Lon Paresa](#)
Subject: Submitted testimony for GM536 on Feb 19, 2015 09:00AM
Date: Wednesday, February 18, 2015 9:09:16 AM

GM536

Submitted on: 2/18/2015

Testimony for JDL on Feb 19, 2015 09:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Lon	Individual	Support	No

Comments: I support Leonard Hoshijo as the Deputy Director for the Department of Labor and Industrial Relations.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

For Hoshijo confirmation.

Begin forwarded message:

From: Oswald Stender
Date: February 9, 2015 at 11:13:34 AM HST
To: <senkeithagaran@capitol.hawaii.gov>
Subject: Mr. Leonard Hoshijo

Senator Agaran: My name is Oswald K. Stender, former Trustee of the Office of Hawaiian Affairs and the B.P. Bishop Estate also former CEO of the Estate of James Campbell. I write this letter in strong support of Mr. Leonard Hoshijo for the position of Deputy Director of the State Department of Labor and Industrial Relations. I have known Leonard for more than forty years. I first came to know Leonard when he was with the ILWU and I was the CEO of the Campbell Estate. We worked together in the closing of three plantations; Kahuku Plantation, Ewa Plantation and Oahu Sugar Company. Leonard exhibited strong compassion for the employees of those plantations and we were able to bring closure with minimal stress to the employees. I credit Leonard and Mrs. MacElrath with the transition. Through-out his career Leonard has demonstrated his compassionate and practical people skills in solving these sort of problems. I have great admiration for Leonard and i am sure he will bring a fresh labor management look for the State of Hawaii. Mahalo for your favorable consideration in this regard. Malama pono. O.K. Stender.

Randolph G. Moore

February 6, 2015

The Honorable Gilbert Keith-Agaran, Chair
and members of the Committee on Judiciary and Labor
The Senate
State Capitol
Honolulu HI 96813

Dear Senator Keith-Agaran and members of the Committee on Judiciary and Labor

Subject: GM 536 – Appointment of Leonard Hoshijo as Deputy Director, Department of Labor and Industrial Relations

I am writing in support of Governor Ige's nomination of Leonard Hoshijo as Deputy Director of the Department of Labor and Industrial Relations. I regret that I will be out of the state when your committee holds its meeting to discuss this appointment and will therefore not be able to testify in person.

I have known Mr. Hoshijo for many (more than 30?) years, when he was labor (ILWU) and I was management (Castle & Cooke). More recently, more than 20 years ago he was a founding director with me of the Hawaii Housing Development Corporation, a nonprofit rental housing development enterprise that develops rental projects on Oahu for individuals and families whose incomes are 30% to 60% of the median. He has served as a constructive member of that board continuously since it was founded. It has been my honor to serve as the chair of the board.

Beneath Mr. Hoshijo's calm and easygoing manner lies an analytical and compassionate brain. He is unfailingly informed, professional, courteous, and respectful of others. He is dedicated to social justice and improving the quality of life for Hawaii's people. He is a person of high integrity.

I support without hesitation or reservations his appointment as Deputy Director of the Department of Labor and Industrial Relations.

Mahalo for your consideration!

Sincerely yours,

Randolph G. Moore

From: [Sen. Gilbert Keith-Agaran](#)
To: [Susan Wong](#)
Subject: Fwd: Strong support of Leonard Hoshijo, Nominee, Deputy Director. Dept of Labor and Industrial Relations
Date: Wednesday, February 11, 2015 8:47:41 PM

Begin forwarded message:

From: Richard Ha
Date: February 11, 2015 at 8:05:14 PM HST
To: <senkeithagaran@capitol.hawaii.gov>
**Subject: Strong support of Leonard Hoshijo, Nominee, Deputy Director.
Dept of Labor and Industrial Relations**

Aloha Sen Agaran:

I very strongly support the appointment of Leonard Hoshijo for Deputy Director, Dept of Labor and Industrial Relations. I have known Leonard from the early days of the Thirty Meter Telescope advocacy.

I have been very impressed with his principled and steady support of the whole community. He interacted well with management as well as advocated for the working folks. With Leonard, it is about all of us, not just a few of us.

The highest compliment I can give anyone is he/she is a good guy/lady. Leonard is a good guy!

Aloha
Richard

February 9, 2015

Senator Gilbert Keith-Agaran
Chair
Committee on Judiciary and Labor
Hawaii State Capitol Room 221
415 South Beretania Street
Honolulu, Hawaii 96813

**Statement in Support of Confirmation of Leonard Hoshijo as
Deputy Director, Department of Labor and Industrial Relations**

My name is Tony Bise. I am president of the nonprofit Ewa Housing Foundation and a resident of Fernandez Village in Ewa.

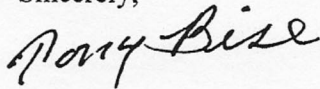
I have known Leonard Hoshijo for many years through my involvement in the ILWU and the Ewa community. In the 1980's, Oahu Sugar Company was downsizing and dozens of plantation camp families living in Fernandez Village were in danger of losing our homes.

Leonard stepped forward to negotiate with Oahu Sugar and landowner Campbell Estate on our behalf. In 1985, instead of moving out, we were able to buy our homes in Fernandez Village for \$1.00 (one dollar). Our plantation camp didn't have standard roads and we were all on cesspools. Leonard worked out an agreement with Campbell Estate that allowed residents to buy our lots – including brand new roads, sewer lines, and street lights – for a few thousand dollars.

Leonard has always shown strong support for working people. He is also able to work well with employers because they know he is honest and trustworthy. I urge you to confirm Leonard Hoshijo as Deputy Director for the Department of Labor and Industrial Relations.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Tony Bise".

Tony Bise

Senator Gilbert Keith-Agaran
Chair, Committee on Judiciary and Labor
Hawaii State Capitol Room 221
415 S. Beretania St.
Honolulu, HI 96813

Leonard Hoshijo Deputy Director DLIR

Aloha Mai Kakou,

It is an honor writing to you today in support of Mr Leonard Hoshijo to fulfill the position of Deputy Director of the Department of Labor Industrial Relations.

I am Wallace A Ishibashi Jr retired ILWU Local 142 Hawaii Division Director. Currently I am working for the University Of Hawaii ,Office of Maunakea Management Hilo. Also I'm the Moku O Keawe, East Hawaii Commissioner for the Department of Hawaiian Homes Lands. I have dedicated my career to helping the working family's of Hawaii. During my career I have come in contact with so many wonderful people who have contributed so much time and efforts to this beautiful State of Hawaii. No other person I can say who has proven there self as a true leader in our community, who has dedicated his life for the betterment of the working,living conditions of our working families then Mr Hoshijo.

I have personal known Mr Hoshijo for over 30 years . Standing side by side in tough ILWU negotiations. Leonard as our ILWU International Representative has taught me many a life lessons that holds true today. Being able to protect the rights of workers was always paramount. but understanding the viability of the company was so important to maintain. Protecting and to maintain a profitable company insured a stable secure employment for his workers. His cool calm articulate style always prevailed with a win win settlement. Balance is Pono Mr Hoshijo taught me, his style of communicating ensured the workers would understand, this was critical to have a satisfactory ratification vote with labor & management peace.

A decisive visionary man. His deep understanding of Labor Laws has helped so many families when they did not comprehend the issues they were facing while on or off the job. Discipline, Work injuries, Financial hardship, Housing, Education,Safety, his broad range of expertise makes him more then qualified to serve in this capacity with the Department of Labor.

His goal of providing the American dream to own a home for the security and well-being of the family unit is proven. The many affordable housing projects for

the young 1st time home owners and ILWU Kupuna housing projects he has completed made his goals and dreams a reality. His genuine aloha for the people is refreshing. Leonard's forward thinking and can do attitude along with his broad multi tasking capabilities will be of a great asset for DLIR. His international perspective, understanding the political process and connections with community leaders and associations state wide gives him a better all encompassing vision of the needs and wants of the people.

Please I humbly ask you to join with me and allow Mr Leonard Hoshijo the opportunity to serve this great State as our Deputy Director DLIR.

Mahalo nui loa

Wallace A Ishibashi Jr.

WALTER A. DODS, JR.
899 BISHOP STREET
29TH FLOOR
HONOLULU, HAWAII 96813

February 6, 2015

VIA EMAIL

The Honorable Gilbert Keith-Agaran
Chair
Committee on Judiciary and Labor
Hawaii State Capitol Room 221
415 S. Beretania Street
Honolulu, HI 96813

Dear Senator Keith-Agaran,

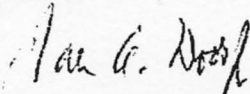
I respectfully request your consideration of Leonard Hoshijo for the position of Deputy Director of Labor and Industrial Relations.

I have known Leonard for over forty years and have the highest respect for his intelligence, hard work, and integrity. Leonard has worked a lifetime helping working people and truly understands the concept of industrial relations, where employers are a vital part of solving workplace issues that affect workers. He has distinguished himself over the years with several unions helping the working citizens of our community better themselves, while at the same time making sure that employers are treated with fairness. He has also been active over these many years in the community and has touched a broad section of our Hawaii.

Attached is a partial list of Leonard's community activities, which speaks for itself.

I recommend him without hesitation and would be happy to answer any questions about his past accomplishments.

Regards,



Walter A. Dods, Jr.

Attachment

February 16, 2015

Senator Gilbert Keith-Agaran
Chair, Committee on Judiciary and Labor
Hawaii State Capitol Room 221
415 S. Beretania St.
Honolulu, HI 96813

Dear Honorable Senator Keith-Agaran:

It is my pleasure to recommend Mr. Leonard Hoshijo for consideration as Deputy Director of Labor and Industrial Relations for the State of Hawaii. As a Business Agent with the ILWU Local 142, I had the pleasure of working with Leonard when he served our organization as the International Representative and later as the International President when Tommy Trask retired.

I have found Leonard to be very intelligent, diligent and honest in the manner in which he conducted himself. He is a great negotiator; he was the lead spokesperson for many of our larger contracts in the Hotel and Miscellaneous Units. Leonard also was instrumental in developing the ILWU housing program, and assisted working families and retirees to achieve affordable home ownership and developed low rental housing. He served as director and/or officer: Hawaii Housing Development Corp.; Jack Hall Kona Memorial Housing Corp.; Waipahu Jack Hall Memorial Housing Corp.; Ewa Housing Foundation; Kohala Union Housing Corp.; Ka'u Housing Corp.; and Jack Hall Hawaii Housing Corp.

In Leonard's position in the Hawaii Regional Council of the Carpenters, he has participated in successful contract negotiations including Project Labor Agreements covering privatized military housing to assure efficient building of residential communities for army, navy, marine and air force families, at area standard wages for the construction workers.

Leonard has taken part in educational programs for thousands of member volunteers. His understanding and knowledge along with his background in employment labor relations and knowledge of DLIR programs will make his a tremendous asset to the State of Hawaii and the Community as a whole.

I would like to appreciate your favorable consideration for Leonard Hoshijo as Deputy Director of Labor and Industrial Relations.

Yours Sincerely,

William Kennison
Retired Division Director
ILWU Local 142