

**TESTIMONY**

**GM 362**

Presentation Before the Senate Committee on Labor

April 9, 2009

Marcia M. Taira

Hawai`i Workforce Development Council

Chair, Takamine, members of the Senate Committee on Labor, thank you for the opportunity to present background information about myself as you consider my confirmation to the Hawai`i Workforce Development Council.

My background includes obtaining a Bachelor's Degree in Business, majoring in Personnel and Industrial Relations from the University of Hawai`i at Manoa. After graduating from the University of Hawai`i, I started my working career in the Human Resources field which now totals nearly 35 years. I am currently the Human Resources Director for the Hawai`i Division of Oceanic Time Warner Cable.

Professionally, I have been involved with several organizations during my working career. I have held several leadership positions with the Society of Human Resource Management (SHRM) within the Hawai`i Chapter and on the regional Board of the National organization. I remain a current member of the SHRM Hawai`i organization. I am a Trustee of the CATV/IBEW Pension Trust Fund, and a Commissioner on the State Apprenticeship Council with the State Department of Labor. Previously, I was a Trustee with the Teamsters Health and Welfare Trust Fund and a member of the EEO/Affirmative Action Industry Liaison Group.

As a volunteer, I am on the Executive Board for the Boys and Girls Club of Hawai`i and serve as Chair for the Human Resources Committee. I also participate as an Executive Board Member of the Nuuanu YMCA of Honolulu Board of Directors.

It is my hope that the Hawai`i Workforce Development Council will be able to guide the State in improving the delivery of relevant education and training for current and future workers in this State. It is also incumbent upon all of us to retain and recruit educated and the brightest talent to work in our beautiful State in order that we can continue to be progressive within all industries that serve our communities. I offer my experience and passion for this subject to be able to assist the Council in their quest for a strong and effective workforce for the State of Hawai`i.

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The timeliness of this matter is so critical in view of the current economic conditions that have struck the entire nation. It is also very worrisome as we look to the challenges that this State currently faces and how more critical the issue of the lack of know-how and relevant education will become more pronounced in the next five to 10 years when the very experienced begin to retire.

I humbly submit my application to the Senate Committee on Labor for the Hawai`i Workforce Development Council. I hope that with my experience in the private sector and the work that I do with other organizations, you will consider my confirmation to this Council

Aloha and Thank you for this opportunity to serve the people of the State of Hawai`i.

200 Akamainui Street  
Mililani, Hawaii 96789-3999  
Tel 808-625-2100  
Fax 808-625-5888



February 24, 2009

Mr. Dwight Takamine, Chair  
Senate Committee on Labor  
Hawaii State Capitol, Room 204  
415 South Beretania Street  
Honolulu, Hawaii 96813

Dear Mr. Takamine and the State Committee on Labor:

I am writing this letter to **whole heartedly recommend** that Ms. Marcia Taira be selected to serve on the Hawaii Workforce Development Council. Ms. Taira has been the head of Oceanic Time Warner Cable's Human Resource Department for 11 years. The Human Resource needs for our company with nearly 1,000 employees and contractors throughout the state are diverse and complex. Ms. Taira has full responsibility for all aspects. But it is not the immaculate manner in which her department handles the day to day functions – payroll, insurance, union issues, and hiring - that I believe makes Ms. Taira an exemplary nominee. It is the pivotal role she had played in establishing and implementing training programs throughout the company, helping all levels of the organization improve. Although we still have a way to go, through Ms. Taira's efforts, Oceanic is demonstrably better positioned to remain a vibrant relevant company in the decades to come.

If you have any questions, please feel free to contact me at 808-625-8308.

Sincerely,

A handwritten signature in black ink that reads 'Nate Smith'. The signature is written in a cursive, flowing style.

Nate Smith  
President



February 20, 2009

Mr. Dwight Y. Takamine, Chair  
State Committee on Labor  
Hawaii State Capitol, Room 204  
415 South Beretania Street  
Honolulu, HI 96813

Dear Mr. Takamine and the State Committee on Labor:

It is with much satisfaction that I write this **letter of recommendation** for Marcia Taira.

When she explained to me the mission of WDC, it was apparent that she is perfectly suited for the challenge. Having worked with Ms. Taira for many years, I can attest to her abilities as an HR professional and more importantly to the content of her character.

This mission is a monumental task and clearly of huge consequence to the future of our communities. It deserves our best and highest effort. Ms. Taira can be counted on at this level. Whether she is leading or contributing, she will lend uncommon vision to this process of preparing and sustaining a skilled work force for our State.

The team will benefit and find value in the quality of Ms. Taira's innovation, problem solving and the ability to keep the big picture always in mind.

In my experience, I have seen her build employee programs that were inclusive, meaningful and still fulfilling at all levels of the organization. Her initiative and energy brought the needed momentum to these programs that encouraged wider thinking and participation.

It is my hope that you give her your consideration. We would be well served.

Respectfully,

A handwritten signature in black ink, appearing to read 'Jack Almonza', written over a circular scribble.

Jack Almonza  
General Manager Concrete and Sales  
Oahu Concrete and Aggregates  
Hawaiian Cement

February 27, 2009



**BOYS & GIRLS CLUB  
OF HAWAII**

Senator Dwight Takamine, Chair  
Senate Committee on Labor  
State Capitol Room 204  
Honolulu, Hawaii 96813

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Dear Chairman Takamine:

I am writing this **letter in recommendation** of Marcia Taira to the Hawaii Workforce Development Council. As a nominee, I believe that Ms. Taira is extremely qualified, comes with a wealth of workplace experience and is dedicated to building a stronger island community.

My contact with Ms. Taira comes from her active participation as the Chair of our Human Resources Committee as a volunteer member of the Board of Directors of the Boys & Girls Club of Hawaii. Ms. Taira is not what one would classify as "name on the letterhead" board member. She is helping to re-organize much of how the Boys & Girls Club manages it personnel through an ongoing review of policy matters in the ever evolving labor standards environment. Helping the Boys & Girls Club to stay on top of these matters has allowed the organization to become a more efficient operation and upgrading the level of employee in the organization.

Marcia Taira would be an excellent addition to the Hawaii Workforce Development Council. Strong consideration for nominee Taira would yield results you are seeking in regard to outcomes you seek from the council.

Thank you for your consideration.

Sincerely,

David Nakada  
Boys & Girls Club of Hawaii

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*The Positive Place For Kids*

Letter of Recommendation

For Marcia Taira April 9, 2009

Labor Committee

Chair Takamine and members of the Senate Committee, I recommend Marcia Taira to the Workforce Development Council. Marcia has a very comprehensive background in human resources. She has also been extremely active in the community, volunteering especially to help the high school students prepare for the job market. Her passion for the future workforce is to be commended especially given the fact that she has a very busy position at Oceanic Cable Time Warner.

As a Human Resources Director with Oceanic Cable, Marcia knows and understands the workforce issues from both the employee's perspective and the employer's perspective.

Marcia would be an asset to the WDC and I highly recommend Marcia for this position.

**Please confirm Marcia Taira.** If anyone on the committee has any questions, please feel free to contact me at 523-3313.

Sincerely,

Signe Godfrey  
WDC Vice Chair  
And  
President  
Olsten Staffing Services