

DAVID Y. IGE
GOVERNOR

SHAN S. TSUTSUI
LIEUTENANT GOVERNOR



LINDA CHU TAKAYAMA
DIRECTOR

LEONARD HOSHIJO
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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April 15, 2016

To: 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

Date: Monday, April 18, 2016
Time: 9:30 a.m.
Place: Conference Room 325, State Capitol

From: Linda Chu Takayama, Director
Department of Labor and Industrial Relations (DLIR)

**GM 742 MARIE LADERTA to Serve on the Labor and
Industrial Relations Appeals Board**

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

My name is Linda Chu Takayama and I am the Director of the Department of Labor and Industrial Relations (DLIR). DLIR strongly supports the nomination of Marie Laderta to the Labor and Industrial Relations Appeals Board. Ms. Laderta's career has included a wide variety of experiences in both human resources and legal pursuits, which has provided her the experience and perspective to help contribute to the Labor and Industrial Relations Appeals Board for the past year. In short, she has proven that she is a valuable member of the Board and deserves serving for a full term.

I urge you to confirm Ms. Laderta to the Labor and Industrial Relations Appeals Board where, if appointed, she will continue to serve as a valued member.

Thank you for the opportunity to provide testimony in support of Ms. Laderta.

SENATE COMMITTEE ON
JUDICIARY AND LABOR
TESTIMONY IN SUPPORT OF GM 742 FOR CONSIDERATION
AND CONFIRMATION OF GUBERNATORIAL NOMINEE MARIE LADERTA
TO THE
LABOR AND INDUSTRIAL RELATIONS APEALS BOARD
(WRITTEN TESTIMONY ONLY)

Monday, April 18, 2016

9:30 a.m.

Conference Room 325

Dear Chairperson Gil Keith-Agaran and members of the Senate Judiciary & Labor Committee.

My name is Bert Tomasu and I am employed as an Adjudicator at the Administrative Driver's License Revocation Office (ADLRO) which was formerly headed by Marie Laderta as the Chief Adjudicator. I am submitting this testimony in my private capacity and not as an employee of the Judiciary.

I respectfully urge this committee to confirm Marie Laderta as a member of the Labor and Industrial Relations Appeals Board.

I have known Marie since January 2011 when she was hired as the Chief Adjudicator of the ADLRO and as my direct supervisor I had daily work week contact with her until June 2015 when she left the ADLRO to serve on the Labor and Industrial Relations Appeals Board.

Marie became the Chief Adjudicator during a particularly challenging time for the ADLRO as a result of amendments to the license revocation

law which required the installation of ignition interlock devices on the vehicles of persons whose licenses were revoked in order for those persons to drive during the revocation period. The amendments to the law required numerous changes to the procedures and forms utilized by the ADLRO and required the office to coordinate with various stakeholders such as the county police departments and motor vehicle licensing divisions in order to administer the law.

During the transition period it became apparent that amendments to the law were needed to fully implement the intent of the legislation and Marie took a leadership role to have a bill drafted, introduced and shepherded through the legislative process. In doing so Marie displayed tenacity, patience and an ability to work cooperatively with others to solve problems. Her efforts were largely responsible for enactment of needed amendments and successful implementation of the new law. Her accomplishments are even more impressive considering that she had no experience in this area before becoming the Chief Adjudicator.

Anyone who knows Marie will tell you that she brings boundless energy and enthusiasm to any undertaking. She is a personable and giving person and is a pleasure to be around. These traits, combined with her intelligence and strong commitment to public service will make her a valuable asset at the LIRAB. I am pleased to highly recommend her as an excellent choice to remain a member of the Labor and Industrial Relations Appeals Board. Thank you for allowing me to submit this testimony.

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

Re: Testimony in Support of GM No. 742 for Consideration and Confirmation of Gubernatorial Nominee, Ms. Marie Laderta to the Labor and Industrial Relations Appeals Board

I have known Marie for over 25 years. I have come to know Marie well, having traveled with her and her husband, and having worked with her in two law firms as well as in the Governor's Office. During this time I have seen Marie take on many challenges in fields which at the time may not have been familiar to her, such as in taxation and human resources. Her past success in these and other departments is a testament to her ability to quickly educate herself and make herself a valuable asset to any administration.

Often candid, Marie is an individual with utmost integrity. She has the ability to be simultaneously rational, logical and empathetic -- qualities which I believe will be an asset to the Labor and Industrial Relations Appeals Board. There is no doubt in my mind that Marie will get any job done efficiently, expeditiously, and with the most reasonable, if not favorable, result for all concerned.

Marie has many other admirable qualities which make her both personable and reliable. However, I believe these are the qualities you would be looking for in member of the Board.

I believe Marie will serve the people of Hawai'i well, as a member of the Board.



Calvin M. Ota
Leavitt Yamane & Soldner
Pacific Guardian Center, Mauka Tower

Paralegal

April 15, 2016

TESTIMONY TO THE
SENATE COMMITTEE ON JUDICIARY AND LABOR
For Hearing on Monday, April 18, 2016
9:30 a.m., Conference Room 325

Governor's Message 742

Relating to the Consideration and Confirmation of

MARIE C. LADERTA

To the Labor and Industrial Relations Appeals Board

(Written Testimony Only)

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

My name is Cindy Inouye and I am writing in **STRONG SUPPORT** of Marie C. Laderta's confirmation as a member of the Labor and Industrial Relations Appeals Board (LIRAB).

I have known Marie for approximately 19 ½ years. We first met when we were both deputies at the Attorney General's Office. Marie was a very hard worker who was well-liked by her co-workers. She quickly rose to the position of Supervisor in the Tort Litigation Division, where she proved herself to be an energetic, highly effective manager. She was never reluctant to tackle difficult issues, and always did her research/"due diligence" in order to facilitate resolutions that were well-reasoned and fair. As a reflection of her skill as a manager, Marie was named the Department of the Attorney General's Manager of the Year in 2002.

I subsequently worked with Marie again in her capacity as Director of the Department of Human Resources Development (DHRD), when I served as DHRD Deputy Director from 2006 – 2010. As DHRD Director, Marie was tireless. She oversaw four divisions, including the Employee Claims Division (ECD), which handles workers' compensation claims for State employees. Marie thus gained familiarity with the workers' compensation area, in addition to other areas such as labor relations, recruitment, benefits, and classification. Marie was a quick study and approached all issues with her trademark high energy style, which proved a valuable asset because in addition to DHRD Director, she concurrently served as Chief Negotiator for the State. Wearing "two hats" was definitely a challenge, but Marie was able to successfully manage it.

Beginning in 2011, Marie became the Chief Adjudicator for the Judiciary's Administrative Driver's License Revocation Office (ADLRO). In this capacity, Marie oversaw the operations of the ADLRO, which included not only supervising approximately 20 subordinates, but also required her to conduct administrative license revocation hearings. The adjudicatory experience Marie gained while serving as Chief Adjudicator at the ADLRO, in addition to her experience hearing and deciding cases during the past eight months with the LIRAB, will provide her with a strong foundation for continuing to serve as an effective member of the LIRAB going forward.

Having known Marie for nearly 20 years, I have no hesitation in stating that she would be an excellent choice for the LIRAB. She is intelligent, articulate and an excellent writer. She has great people skills. Because of her legal background and varied work experience, Marie is more than qualified to interpret and apply laws, rules

and other legal authority that would be relevant to cases considered by the LIRAB. She is also very familiar with the conduct of hearings and the administrative hearing process. Her style is collaborative, yet she will not shy away from expressing her opinions and providing meaningful input in deliberations. In sum, Marie is the perfect choice for the LIRAB, and I respectfully urge this Committee to support her confirmation.

Thank you for the opportunity to testify on this matter.

Respectfully submitted,

Cindy S. Inouye

DENNIS W. S. CHANG

Attorney at Law, A Limited Liability Law Corporation

WORKER'S RIGHTS - LABOR LAW
WORKER'S COMPENSATION
SOCIAL SECURITY DISABILITY
LABOR UNION REPRESENTATION
EMPLOYEES RETIREMENT SYSTEM
BODILY INJURIES

THE SENATE
THE TWENTY-EIGHTH LEGISLATURE
REGULAR SESSION OF 2016

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

From: Dennis W. S. Chang

DATE: Monday, April 18, 2016
TIME: 9:30 a.m.
PLACE: Conference Room 325
State Capitol
415 South Beretania Street

Re: GM 742 Confirmation of MARIE C. LADERTA (term expiring June 30, 2026)

Dear Chair Keith-Agaran & Co-Chair Shimabukuro:

I **wholeheartedly support** the confirmation of Marie C. Laderta as the third and final member of Labor Industrial Relations Appeals Board (Board). She is unquestionably qualified to serve in that position.

In her early career in the private sector, she distinguished herself as a highly enthusiastic and conscientious attorney, working on both sides in the legal field. She continued as an attorney and ultimately served as a Deputy Attorney General, defending the State of Hawaii. She continued unselfishly serving as a public servant for many years in a myriad of capacities, including as the Director of the Department of Human Resources Development, the State's Chief Negotiator, and as Acting Administrator of the Employer-Union Health Benefits Trust Fund. Additionally, she served as the Administrative Driver's License Revocation Office (ADLRO). As a court official once said, the "combination of Ms. Laderta's legal experience in various State Departments coupled with her strong public administrative skills" made her highly qualified for appointments. Actions speak louder than words. Her unblemished legal career and public service speak for themselves. Aside from a jurist, she is a capable dedicated administrator, carrying out the mission statements for role in which she had been appointed.

Her interesting varied background brings us a respected individual leader with a balanced perspective as the third and final Board member. Though my contact with her has been limited during her current service as the interim Board member, she has been fair and engaging beyond

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reproach. She is eager to learn, and she should will carry out her mission as a Board member as she had done in her previous appointed position and policies. She will be working with two other outstanding members, Chair Danny Vasconcellos and Board Member Melanie Matsui. Just as important, Ms. Laderta possesses the critical temperament and compassion to guide and educate the unrepresented injured workers, one of the most daunting, increasing challenges confronting the Board. Many injured workers are utterly afraid to retain attorneys.

Ms. Laderta has the requisite mind set to unequivocally serve as a Board member. With her additional vital administrative skills, she is wholly prepared to assist in guiding the Board into the 21st century with its ever changing technological movement. And, she brings with her the hope for the chance for the best Board ever. If appointed, all members are in their prime.

Ms. Laderta's transition into the workers' compensation process should be prompt and smooth. She simply needs to a apply her vast experience, legal skills, and medical knowledge to the process in adjudicating cases involving injured workers. With her additional administrative skills, she should be an essential asset to Ms. Matsui and Mr. Vasconcellos. Without any reservations, I welcome and fully support her confirmation.

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

Re: Testimony in Support of GM No. 742 for Consideration and Confirmation of Gubernatorial Nominee, MARIE LADERTA to the Labor and Industrial Relations Appeals Board

This testimony is in support of the nomination of Ms. Marie Laderta to the State Labor and Industrial Relations Appeals Board.

I have known Ms. Laderta through her work as Deputy Director of the Department of Taxation as well as through her work as Director of the Department of Human Resources Development. I have always been impressed with her knowledge and professionalism. It is very clear that she has had the respect and support of State workers.

But above and beyond any professional relationships, it is through my association with her as a person that I have become aware that she is truly a warm, caring, and genuine human being. More than just a job, good interpersonal relations and service to people and to the community are her highest priorities.

I am constantly amazed at how many people are always reaching out to her for help and support for all manner of needs – work, personal, emotional or otherwise. Despite the constant demands that people place upon her time, she continues to give freely of herself.

I surmise that Ms. Laderta must live through 48-hour days and eight-day-weeks. How else can one person give so much in service and yet maintain a full and healthy personal life?

I have been privileged in that Ms. Laderta has often shared her thoughts, feelings, and reasons in her problem solving. I have observed that she is aware of, understands, and is sensitive to each person's needs and situation. It is this respect for each and every person as a unique and valuable individual that provides the basis for thoughtful and fair judgements.

At the same time, I have also observed that Ms. Laderta has a clear, definite, and consistent thought process in arriving at conclusions.

This combination of human sensitivity and rational thinking that will make her a valuable asset to the Appeals Board.

For this reason I strongly support her nomination to the Labor and Industrial Relations Appeals Board.

Thanks you.

Edward M. Nishimura

Senator Gilbert Keith-Agaran

Chair, Senate Committee on Judiciary and Labor

Re: Testimony in Support of GM No. 742 for Consideration and Confirmation of Gubernatorial Nominee, MARIE LADERTA to the Labor and Industrial

Relations Appeals Board

P.H. Hawaii Corporation

826 Queen Street, Suite 200, Honolulu, HI 96813

To whom it may concern:

Re: GM 742 Nomination for Marie Laderta

This is to recommend Marie Laderta to serve on the Labor and Industrial Relations Appeals Board. I have know and worked with Mrs. Laderta on many different organizations and events for more than 10 years.

I have personally found her to be a very competent, dedicated and highly motivated professional. During the planning, organizing and execution stages, she has demonstrated an ability to lead, be engaged and making an extreme sensible decision with high ethical standards.

I sincerely believe that with the above personal traits and experience coupled with high integrity and commitment, Mrs. Laderta would be a definite asset to the Labor and Industrial Relations Appeals Board.

Thank you for allowing me to submit this letter in support of Mrs. Laderta's nomination to the board.

Sincerely yours,

Elvira Lo

President

Jack Rosenzweig

Department of the Attorney General

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

April 12, 2016

Re: Testimony of Jack Rosenzweig in Support of GM No. 742 for Consideration and Confirmation of Gubernatorial Nominee, Ms. Marie Laderta to the Labor and Industrial Relations Appeals Board

Dear Chairman Agaran:

I offer my strong support for the nomination of Marie Laderta to the Labor and Industrial Appeals Board.

I am a deputy attorney general for the State of Hawaii and have held such position for over 25 years. I have known Ms. Laderta both as a fellow deputy and in her role as a supervisor within the A.G.'s office. She is an intelligent, capable, fair-minded professional who makes an extra effort to make sure she examines a situation from all perspectives before committing to a decision. She is a high-energy, tireless, worker who gives 100 % of her time and talents to whatever endeavor she undertakes. Most impressive about her attitude is that she knows what "she doesn't know" and takes the time and uses all available resources to become thoroughly familiar with whatever task she confronts. She works well with colleagues and staff, exhibiting excellent leadership and management skills.

I am convinced that she will be a major asset to the Board, and I request that you favorably consider her nomination.

Jack Rosenzweig, Deputy

Attorney General

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

Re: Testimony in Support of GM No. 742 for Consideration and Confirmation
of Marie Laderta to the Labor and Industrial Relations Appeals Board

Testimony of JAMES T. LEAVITT, JR.

I wish to offer my testimony in enthusiastic support of the nomination of Marie Laderta to the Labor and Industrial Relations Appeals Board.

Marie was a law clerk, and then an attorney, in our office from 1994 to 1998. I was always impressed with Marie's energy and drive to succeed.

Her ability is well-evidenced by the fact that, after she left our firm, she was continually promoted to ever-more responsible positions. She started as a deputy at the Attorney General's office and was promoted to be the head of the Tort Litigation Division there. She then became the Deputy Director of the Tax Department and thereafter appointed as Interim Director, and then confirmed as the Director of the Department of Human Resources Development.

I have kept in touch with Marie after she ceased working for us. I am quite certain that Marie will perform her quasi-judicial function with complete integrity, and without any bias. You can be assured that Marie will be fair, reasonable, and impartial in her decisions as a member of the Labor and Industrial Relations Appeals Board.

SENATE COMMITTEE ON THE JUDICIARY & LABOR

APRIL 18, 2016

TESTIMONY OF J N. MUSTO, Ph.D.
IN SUPPORT OF GM 743

APPOINTMENT OF **MARIE LADERTA**
To the
LABOR AND INDUSTRIAL RELATIONS APPEALS BOARD

Chairperson Senator Keith-Agaran, Vice-Chairperson Shimabukuro, and Members of the Committee, I stand before you today to encourage your favorable action to confirm the reappointment of Marie Laderta as a member of the LIRAB.

I have known and worked with Ms. Laderta from the time that she was appointed as the Director of the Hawaii State Department of Human Resources. During that time, Ms. Laderta also assume the role of State's Chief Negotiator, which brought us into frequent contact since I was the Chief Negotiator for UHPA, the faculty union. It was a time of often difficult negotiations, but I found Ms. Laderta to be a fair and rational advocate, always attempting to find solutions that met the best interests of all of the parties.

In my experience, Ms. Laderta has always been keenly aware of the statutory provisions governing all aspects of public employment. She was always striving to be consistent with the law but also understanding that compassion for impact on individuals must be considered if the application was to be consistent with the law. In this regard, I believe that Ms. Laderta is uniquely suited to serve on the LIRAB.

Ms. Laderta is always prepared for the tasks that she is given. She is intelligent and always a person of good humor. She does not act arbitrarily or capriciously, and although you might not always agree with her position, her conclusions are well thought out. And, she has shown her dedication to public service in Hawaii.

I respectfully request your confirmation of Ms. Laderta,

A handwritten signature in black ink, appearing to read "J. N. Musto". The signature is fluid and cursive, with a large initial "J" and "M".

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

I am writing in support of Governor Ige's nomination of Marie C. Laderta to a full term as a member of the Labor Industrial Relations Appeals Board ("LIRAB").

I have had the recent pleasure of getting to know Ms. Laderta. As a practicing Hawaii attorney for over 26 years, I have met many lawyers. I believe that Ms. Laderta is an attorney of highest integrity. I know that she has served the State of Hawaii for many years, and that she is respected for her experience, professionalism and the passion that she brings to all of her endeavors. I believe that the State of Hawaii would be well-served by Ms. Laderta continuing as a Board Member of LIRAB.

I appreciate the opportunity to submit this testimony. I respectfully urge the Senate will to confirm Governor Ige's nomination of Ms. Laderta to a full term as a member of LIRAB.

Judy Yuriko Lee, Esq.

**SENATE COMMITTEE ON
JUDICIARY AND LABOR
TESTIMONY IN SUPPORT OF GM 742
(WRITTEN TESTIMONY ONLY)**

Monday, April 18, 2016

9:30 a.m.

Conference Room 325

Dear Chair Gil Keith-Agaran, Vice Chair Shimabukuro & Senate Judiciary & Labor Committee members:

I strongly and respectfully urge this committee to confirm Marie Laderta to the position of Member of the Labor & Industrial Relations Appeal Board. While I am the current Chair of the State of Council of Revenues, I write this recommendation in my personal capacity.

I have known Marie since 1999 or for 17 years we first served as division supervisors at the State of Hawaii Department of Attorney General under Governor Cayetano and then Attorney General Earl Anzai.

I was also Marie's supervisor at the Hawaii Tax Department from 2003-2005, and worked with Marie professionally through 2010.

I believe Marie, an attorney and adjudicator, possesses the integrity, experience, judgment, demeanor, and skill set to perform the duties required of her as a member of the Labor Appeals Board. More importantly, she has a strong sense of fairness and timeliness in decision making, and is unequivocally a person of high integrity. Her track record of government service demonstrates her dedication to public service, her resilience, and her ability to adapt and add value where needed.

In my 17 years of knowing and working closely with Marie, I have witnessed Marie to manage some of most challenging staff and situations and turn them around in a positive fashion. Marie is always upbeat, displays a positive attitude and

perseveres in accomplishing tasks assigned to her. Marie is very personable and an exceptional people person. She is also extremely smart, a quick study, and adaptable to new situations. While Marie had virtually no tax background, she developed a quick solid foundation and excelled at the Tax Department. While she is articulate and straight forward, she is also an extremely good listener, open minded, and diplomatic. Marie is also compassionate and has a big heart but will always "do the right thing."

Marie was my Deputy when I was Tax Director, and she was a self-starter and motivator who aptly ran the operations of the State tax office. Her multi-tasking skills made her an important asset to the successful management of the tax department. When we colleagues and fellow supervisors at the Attorney General's, Marie lead the Tort Litigation Supervisor & I supervised the Tax Division. Marie had her own caseload of litigation cases plus, as Supervisor, was responsible for ensuring the effective running of the AG's tort litigation cases. She wrote her first Appellate brief after 1 year of being at the AG's office in a death case and prevailed. Marie is a fast learner and she has the uncanny ability to identify and maximize resources to their potential.

When she was the State's Chief Negotiator, she became acquainted with labor issues that challenged the State, and established mutually respected relationships with the public unions.

In the last year on Hawaii Labor And Industrial Relations Appeals Board and in her prior 4 years, as a working Chief of her program (the Administrative Driver's License Revocation Office, she sharpened and honed in her adjudication skills by actively hearing DUI cases. I believe that both of these experiences further developed her skills and experience as an independent decision maker.

I have known Marie for 17 years and have had the pleasure of working with her at various stages of her State career. While I am have been fortunate to have recruited a number of talented professionals and very good people, Marie is the one of best, if not the best, professional and person that I was blessed to have had the opportunity to recruit and work with.

The Hawaii Labor And Industrial Relations Appeals Board will be very fortunate to have Marie continue on the Board. I believe she will be a tremendous asset to the Labor Appeals Board. I strongly and unequivocally urge this committee to confirm her. Thank you for your consideration.

**TESTIMONY OF
LILY O.C. LING
Executive Officer,
Labor and Industrial Relations Appeals Board**

TO: Honorable Gilbert Keith-Agaran, Chair
Senate Committee on Judiciary and Labor

Re: GM 742, Testimony in Strong Support of Marie C. Laderta's Nomination to the
Labor and Industrial Relations Appeals Board

Date: April 11, 2016

As the Executive Officer, a former temporary member, and a former staff attorney of the Labor and Industrial Relations Appeals Board (Board) with close to 26 years of service at the Board, I am in a unique position to share my perspective on what it takes to be an effective Board member and to explain why I strongly support Marie Laderta's nomination.

Ms. Laderta began her work at the Board eight months ago to serve the remainder of a prior Board member's term. She did not at that time have significant experience interpreting Hawaii's Workers' Compensation law (the bulk of the Board's work), but she was a quick-study and motivated learner.

Her intellect, fair-mindedness, integrity, compassion, and ability to perceive and comprehend complex issues and concepts, skills and qualities that were honed or developed in her prior professional capacity as a former litigator, deputy attorney general, deputy director of DOTAX, director of DHRD, and chief adjudicator of ADLRO, helped her learn and develop the necessary skill-set to become an effective and valued member of the Board in a short time.

After working closely with her for the past several months, I can attest to her work ethic and ongoing diligence in developing expertise in workers' compensation law and her calm and pragmatic approach to building consensus, resolving conflicts, and making fair and thoughtful decisions.

I have served under five different Board chairs and numerous Board members. In my opinion, irrespective of background in workers' compensation, those who were smart and articulate, who were good listeners, who exercised common sense and good judgment, and who had strong administrative, leadership, and people skills, were the most respected and effective.

I believe that Ms. Laderta possesses the temperament, qualities, and skills to do the important work of the Board and to serve the people of Hawai'i with distinction. I respectfully urge you and the committee to confirm Ms. Laderta as a member of the Board.


Lily O.C. Ling

April 9, 2016

WRITTEN TESTIMONY TO THE SENATE
COMMITTEE ON JUDICIARY AND LABOR

Governor's Message 742

Relating to the Consideration and Confirmation of

MARIE C. LADERTA

to the Labor and Industrial Relations Appeal Board

Having had the opportunity to work as co-Board Member with Marie C. Laderta over the last 8 months, I write in strong support of her nomination to the Labor and Industrial Relations Appeals Board.

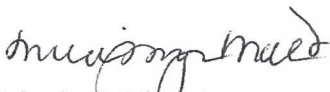
It has been a pleasure to work with Marie, who has acclimated well to her role as a Board Member - a fair, objective, and neutral decision-maker on a quasi-judicial board. Her prior experiences, including that of litigator and administrator, provide her with an insight into both human and business elements that have been invaluable toward her role as a Board member and the operations of the Board.

It is no secret that Marie had not previously practiced in the field of workers' compensation. She comes with no pretenses. Marie does not pretend to be more than she is and does not pretend to know more than she does. That being said, she also does not pass the buck. I have witnessed her efforts at learning and absorbing the law and rules relating to workers' compensation. She asks insightful questions. She has an open mind and an intellect that allows her to learn and grow and make thoughtful decisions. In such a short time, she has become well-versed in the subject area and I have no doubt that she will continue to supplement and develop her already strong foundation to benefit all participants in the workers' compensation system.

She demonstrates appropriate judicial temperament, demeanor, and humility. She is kind, patient, and respectful to all appearing before the Board as well to every staff member of the Board. She is dignified and deserving of the respect given her. Above all, she approaches her role with common sense.

Thank you for this opportunity to submit testimony in favor of Marie. I ask for your confirmation of Marie C. Laderta to the Labor and Industrial Relations Appeals Board.

Sincerely,



Melanie S. Matsui

TO: Honorable Gilbert Keith-Agaran
Chair, Senate Committee on Judiciary and Labor

Re: Testimony in Support of GM No. 742 for Consideration and
Confirmation of Gubernatorial Nominee , Ms. MARIE LADERTA to
the Labor and Industrial Relations Appeals Board

Date: April 11, 2016

This testimony is in strong support of Ms. Marie Laderta to the State Labor and Industrial Relations Appeals Board.

I first worked with Marie more than 20 years ago. Since that time, I have had the good fortune of working with and learning from her in both the private and public sectors.

Marie is a quick study which enables her to expeditiously absorb a broad overview in any environment she is working in. As a result, when Marie first began working for the State of Hawaii, in a short time she became a Supervising Deputy Attorney General. Since then, she has gone on to become the Deputy Director of the Department of Taxation; Director of Department of Human Resources and Development; Chief Negotiator for the State of Hawaii; Acting Administrator for the Hawaii Employer Union Health Fund; and the Chief Adjudicator for the Administrative Driver's License Revocation Office.

Marie is fair and open-minded. She is nonjudgmental and accepts people from all walks of life. She makes wise, thoughtful decisions which would benefit all parties.

That Marie desires and has intentionally chosen a career of public service is a reflection of her moral character and a benefit to the people of the State of Hawaii.

I respectfully urge that Marie be confirmed as a member of the Labor and Industrial Relations Board.

Mitsue Kaneko

Testimony of
Nathan S.C. Chee
(808) 371-1812

To: Honorable Gilbert Keith-Agaran, Chair
Senate Committee on Judiciary and Labor

Re: GM 742, Testimony in Strong Support of Marie C. Laderta's Nomination to the Labor and Industrial Relations Appeals Board

April 15, 2016

I am a Deputy Attorney General with the Tax Division of the Department of the Attorney General, but I am submitting this testimony as a private citizen. I first became acquainted with Ms. Laderta when she was a supervisor in the Tort Litigation Division here in the Department of the Attorney General. I later had the opportunity to work directly with Ms. Laderta when she served as the Deputy Director of Taxation from 2003 through 2005.

During her tenure as Deputy Director, I worked with Ms. Laderta to resolve numerous complex tax appeals that resulted in increased revenue collection for the State while providing a stable tax environment for businesses. Ms. Laderta did not arrive at the Department of Taxation with any significant tax experience and yet she was able to quickly grasp difficult tax issues and negotiate fair compromises when parties were initially far apart. The ability to quickly absorb complex statutes and regulations and to broker fair compromises, are two qualities that will continue to serve Ms. Laderta well on the Labor and Industrial Relations Appeals Board ("Board").

I am confident Ms. Laderta has the temperament, technical ability, and compassion to serve as a member of the Board and will continue to provide excellent service to the State. I respectfully urge you and the committee to confirm Ms. Laderta as a member of the Board.


Nathan S.C. Chee

April 11, 2016

Testimony in Support of GM No. 742 for Consideration and Confirmation of Gubernatorial Nominee, MARIE LADERTA to the Labor and Industrial Relations Appeals Board

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

Thank you for this opportunity to testify in strong support of Gubernatorial Nominee, MARIE LADERTA, for consideration and confirmation to the Hawaii Labor Relations Board. I have known Ms. Laderta for over ten years. Ms. Laderta is a family friend. She has a big heart, and she will not hesitate to lend a hand if you ever needed one. Ms. Laderta treats people with respect and care. She is exceptionally smart and solution-oriented. I have no doubt that she will preside over all cases presented to her with high integrity and fairness.

I have worked as hotel management at Hyatt and Hilton Hotels, Chicago, Illinois and Honolulu, Hawaii, an opening team for Hyatt Hotel, Beijing, China, an entrepreneur pioneering, promoting and selling U.S. products to China, and a realtor specialized in bringing foreign investment to Hawaii. I am confident that with Ms. Laderta will be a tremendous asset to Hawaii Labor Relations Board, bringing her wealth of knowledge, managerial and adjudicating skills acquired during her 18 years of government service at the Department of the Attorney General, Department of Taxation, Department of Human Resources Development, and Administrative Driver's License Revocation Office.

I respectfully urge you to confirm Ms. Laderta to the Hawaii Labor Relations Board.

Respectfully submitted,


Perry Cheng

Phone (808)351-5385
1820 Kaioo Dr. A503, Honolulu, HI96815
email: perry808@me.com

Testimony of Robert Gilbert Johnston
In Support of Marie Laderta's Nomination To the Labor and Industrial Relations Appeals Board

To: The Honorable Gilbert Keith-Agaran, Chair
Senate Committee on Judiciary and Labor

Re: GM 742, Testimony in Support of Marie C. Laderta's
Nomination to the Labor and Industrial Relations Appeals
Board

Date: 11 April 2016

I submit this testimony in strong support of Marie Laderta's nomination the Labor and Industrial Relations Appeals Board.

I practiced law full time in Hawaii where I was born and raised in various capacities from 1970 through 1975. I left Hawaii to teach at The John Marshall Law School in Chicago in 1975. I am Dean and Professor Emeritus at John Marshall. I have practiced law modestly in Hawaii since 1975.

I visit Hawaii regularly, at least four time a year for at least two weeks each visit. When in Hawaii I visit former colleagues, former clients, and former students.

Marie was a student of mine at The John Marshall Law School from 1985 through 1988. Since she was a student from Hawaii I followed her academic career at John Marshall. She was highly respected by her fellow students, the faculty and the administration. After her graduation I kept in touch with Marie on my regular visits to Hawaii. I believe I am in a position to fairly evaluate Marie for a judgeship. She has in my opinion the character, intelligence and skills to be an excellent judge. She is ethical, fair and patient. She is a good listener, evaluates situations and people evenly, and makes well-considered decisions.

As a student Marie had a keen, analytical mind. I expected she would make an excellent lawyer. She has more than met those expectations. In conversations with colleagues about the law she is quick to focus on and understand the issues discussed. Her contributions to those conversations are challenging, informed and imaginative. She is constructively critical and tolerant of the views of those with whom she disagrees. Over the years I have known Marie I am impressed by her constant intellectual growth. All these are skills that a judge should possess and Marie possesses them in abundance.

I believe that if the nomination is approved that everyone who deals with Marie as a judge and person will be greatly pleased.

Respectfully submitted,

Robert Gilbert Johnston
Hawaii License 935
Dean and Professor Emeritus
The John Marshall Law School
Chicago, Illinois 60604

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

Re: Testimony in Support of GM No. 742 for Consideration and Confirmation of Gubernatorial Nominee, MARIE LADERTA to the Labor and Industrial Relations Appeals Board

Dear Chair Keith-Agaran:

This testimony is in **strong support** of Marie Laderta as nominee to the Labor and Industrial Relations Appeals Board. I've known Marie for over a dozen years in a professional capacity as fellow State of Hawaii Department Directors and then as friends. She is dedicated and hard working in all she undertakes and has the experience, knowledge and skills to fulfill her duties. Marie's commitment to public service is demonstrated by her many years service to the State in a variety of responsible capacities. I recommend Marie without reservations and ask that you confirm her nomination to this position. Thank you.

Aloha,
Sandra Lee Kunimoto

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

Re: Testimony of Tan Yan Chen in Support of GM No. 742 for Consideration and Confirmation of
Gubernatorial Nominee, Ms. Marie Laderta to the Labor and Industrial Relations Appeals Board

This testimony is in strong support of the nomination of Ms. Marie Laderta to the state Labor and
Industrial Relations Appeals Board.

I have known Marie for over 17 years and have had the fortune to interact with her in both professional
and personal settings. I first met Marie when I interned in her Division at the Department of the
Attorney General where she was a Supervising Deputy Attorney General. I also had the opportunity to
collaborate with her when I worked in the Governor's Policy Office while she was the Director of the
Department of Human Resources Development.

In the time that I have known Marie, she has always proven herself to be open-minded, unbiased and
fair. Whether it's finding solutions to satisfy stakeholders in collective bargaining legislation or
evaluating the options and impacts of furloughs, Marie was always open, honest and fair in her
assessments and recommendations. She approached challenging issues and handled very complicated
situations during her tenure as DHRD Director by stripping away the noise, and focusing on the core
issues and challenges at hand. She was always able to articulate and explain the rationale behind her
thinking and actions--providing reasonable and sound justification for her decisions.

Marie is a generous, kind and considerate person who is always there to help and support friends and
colleagues in need. She is very passionate about her work, eager to take on new challenges, and always
looking to further improve her skills. I believe she has the character, temperament and professional
skills necessary to continue as a member of the state Labor and Industrial Relations Appeals Board, and
will give those that come before her impartial hearings while arriving at reasonable and fair decisions.

I unequivocally support Ms. Marie Laderta's nomination to the Labor and Industrial Relations Appeals
Board.

Sincerely,
Tan Yan Chen

Ted I. Sakai and Associates

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

Re: Testimony in Support of GM No. 742 for Consideration and Confirmation of Gubernatorial
Nominee, MARIE LADERTA to the Labor and Industrial Relations Appeals Board

Senator Keith Agaran and Members of the Committee:

I strongly support the nomination of Marie Laderta as a member of the Labor and Industrial Appeals Board, and I urge her confirmation.

I have known Ms. Laderta in a professional capacity for seventeen years. I first met her when I was the Director of Public Safety (PSD) and she was a Deputy Attorney General. As the Supervising Attorney for the Torts Litigation Division, it was her responsibility to represent our Department and to provide us with legal advice. As you may be aware, PSD is not the easiest client to represent, given our clientele and the custodial nature of our responsibilities. As a result, I had ample opportunity to interact with Ms. Laderta. She was always professional and always provided helpful advice. Her intelligence, ready grasp of issues and approachable manner made it very easy for us to work with her. And her advice was always sound.

I also worked with Ms. Laderta when she was the Director of the Department of Human Services. My observation was that she was a very capable manager who administered the civil Service laws evenhandedly and represented the State's interests very well with the various unions.

Ms. Laderta is a bright, experienced and compassionate public servant. If her resume and her obvious assets and not enough, please consider that she is also a accomplished ballroom dancer and hula aficionado. Seriously, she is well-rounded and community minded. She is deserving of this opportunity.

Thank you.

**THE SENATE
THE TWENTY-EIGHTH LEGISLATURE
REGULAR SESSION OF 2016
COMMITTEE ON JUDICIARY AND LABOR**

April 18, 2015
Conference Room 325, 9:30 a.m.

Testimony in **Support** of Governor's Message **GM 742**
For Consideration and Confirmation to the Labor and Industrial Relations Appeals Board,
MARIE LADERTA

(Written Testimony Only)

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

My name is Titin Sakata and I am employed as Administrative Rules Specialist at the Department of Taxation. I am submitting this testimony in my private capacity and not as an employee of the Department of Taxation.

I have known Ms. Laderta since June 2003 when I was hired as Special Assistant to the Director of Taxation, reporting directly to Kurt Kawafuchi, who was the Director of Taxation, and to Ms. Laderta who was the Deputy Director of Taxation. As my direct supervisor, I had daily contact with Ms. Laderta. Ms. Laderta was in charge of tax operations and personnel management of over 300 employees. I had a tremendous opportunity to observe and learn from Ms. Laderta.

Ms. Laderta is exceptionally smart and solution-oriented. She is committed to public service and she brings tremendous energy to any projects. She treats people with respect and care. She inspires and motivates people to do their best. She is a compassionate, fair and excellent leader and collaborator. She has a special skill of bringing people together by actively listening to both sides of stories, and making two opposing sides acknowledge and understand the differing point of views and reaching consensus decision. She is impartial in decision making, and she is a person of high integrity.

Ms. Laderta's wealth of government experience will make her an incredible asset to the Hawaii Labor Relations Board. As the State's Chief Negotiator, Ms. Laderta dealt with challenging labor issues the State faced, and was able to forge mutually respected relationships with the public unions. As Chief Adjudicator of the Administrative Driver's License Revocation Office, Ms. Laderta gained hands-on experience of the adjudication process by actively hearing DUI cases. Ms. Laderta has been a member of the Labor and Industrial Relations Appeals Board for 8 months. I have no doubt that she will continue to preside over all cases presented to her with high integrity and fairness.

I respectfully urge you to confirm Ms. Laderta to the Labor and Industrial Relations Appeals Board. Thank you for allowing me to submit this testimony.

Respectfully submitted,
Titin Sakata