

DAVID Y. IGE
GOVERNOR



JAMES K. NISHIMOTO
DIRECTOR

CINDY S. INOUE
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

April 14, 2016

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

By

JAMES K. NISHIMOTO
DIRECTOR, DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
CHIEF NEGOTIATOR, OFFICE OF COLLECTIVE BARGAINING

Governor's Message 855

Relating to the Consideration and Confirmation of

JN MUSTO

To the Hawaii Labor Relations Board

(Written Testimony Only)

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

On behalf of the Department of Human Resources Development and the Office of Collective Bargaining, I am writing in **STRONG SUPPORT** of Dr. JN Musto's confirmation as a member of the Hawaii Labor Relations Board.

It is perhaps an understatement to say that Dr. Musto is an "icon" in the area of public sector collective bargaining. Over the years he has earned the respect of the Employer as a strong and fair advocate, specifically for the faculty of the University of Hawaii, and for public employees in general. His expertise, insights and experience make him particularly well-suited to serve as a member of the Hawaii Labor Relations

Board, and will greatly contribute to the future success of the Board. I respectfully recommend Dr. Musto's confirmation.

Thank you for the opportunity to testify on this measure.

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**

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

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 855 JN Musto to Serve on the Hawaii Labor Relations 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 JN Musto to the Hawaii Labor Relations Board. Mr. Musto's career has largely involved public sector collective bargaining, including thirty-five years practicing under the provisions of chapter 89, Hawaii Revised Statutes.

Mr. Musto understands the intent of chapter 89 (§89-1) is to promote harmonious and cooperative relations between the government and its employees and to protect the public's interest. Further, Mr. Musto's extensive experience practicing under the provisions of chapter 89 provide him a unique perspective that would allow him to make significant contributions to the Board if appointed.

I urge you to confirm Mr. Musto to the Hawaii Labor Relations Board where, if appointed, he will provide excellent public service.

Thank you for the opportunity to provide testimony in support of Mr. Musto.



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

April 8, 2016

G.M. 855 – SUBMITTING FOR CONSIDERATION
AND CONFIRMATION TO THE
HAWAII LABOR RELATIONS BOARD,
GUBERNATORIAL NOMINEE, J.N. MUSTO

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO offers our unequivocal support of the nomination of Dr. J.N. Musto to the Hawaii Labor Relations Board.

Dr. Musto's educational background – a Ph.D. in Biology from the University of Michigan – and employment history, as Executive Director and Chief Negotiator for the University of Hawaii Professional Assembly, combined with his many professional accomplishments, make him an ideal appointment to the Hawaii Labor Relations Board. Before coming to Hawaii, Dr. Musto taught law and public sector employment at Northern Michigan University, and then served as the Executive Director & Chief Negotiator for the Central Michigan Faculty Association and the Ferris State College Faculty Association, where he organized faculty unions from California to New York and Florida on behalf of the National Education Association. Upon moving to Hawaii, Dr. Musto dedicated his 35-year career to UHPA's 4,000 faculty members across 10 campuses in the University of Hawaii statewide system, serving as its Executive Director and Chief Negotiator before retiring in August 2015. Dr. Musto has served on the board of directors of the Research Corporation of the University of Hawaii, as a trustee to the Employer-Union Health Benefits Trust Fund, Aloha United Way, Epilepsy Society and Hawaii Literacy, Inc. In 2014, Gov. Abercrombie re-appointed Dr. Musto to be one of seven Commissioners to the Education Commission of the States. Even in retirement, he remains well respected among both labor leaders and employer representatives and continues to be passionate about employee rights.

We are confident that Dr. Musto has the ability to judiciously administer the functions of the Board, as outlined in Chapter 89, Hawaii Revised Statutes. The HLRB directly impacts our organization's entire membership, as the Board has jurisdiction over employers and employees of the State of Hawaii, the counties, the Judiciary, the Department of Education, including the public charter schools, the University of Hawaii

G.M. 855
Committee on Judiciary and Labor
April 8, 2016

system, and the Hawaii Health Systems Corporation. Given his background, we firmly believe that Dr. Musto is an ideal candidate for the Board. Our organization wholeheartedly trusts that Dr. Musto will be an advocate for public employment relations, as stipulated in our State Constitution and the Hawaii Revised Statutes.

We can think of no other who is more qualified for this role than Dr. Musto. Therefore it is our pleasure to offer our unequivocal support for the confirmation and reappointment of Dr. J.N. Musto to the Hawaii Labor Relations Board.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Randy Perreira', with a large, stylized initial 'R'.

Randy Perreira
Executive Director



HAWAII FIRE FIGHTERS ASSOCIATION

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1463, AFL-CIO
1018 PALM DRIVE, HONOLULU, HAWAII 96814-1929
TELEPHONE (808) 949-1566 FAX: (808) 952-6003
WEBSITE: www.hawaiifirefighters.org

THE SENATE
THE TWENTY-EIGHTH LEGISLATURE
REGULAR SESSION OF 2016
April 18, 2016

Committee on Judiciary and Labor

Testimony by
Hawaii Fire Fighters Association, Local 1463

Governor's Message No. 855

**Submitting for Consideration and Confirmation
to the Hawaii Labor Relations Board, J.N. Musto**

My name is Robert H. Lee and I am the President of the Hawaii Fire Fighters Association (HFFA), Local 1463, IAFF, AFL-CIO. HFFA represents approximately 2,100 active-duty professional fire fighters throughout the State. HFFA **strongly supports** Governor's Message No. 855 nominating Dr. J.N. Musto to the Hawaii Labor Relations Board.

Dr. Musto's professional experience includes 40 years of representing faculty members in labor relations in Hawaii and Michigan. He has served as the Executive Director and Chief Negotiator for the Central Michigan University Faculty Association and for the Ferris State University Faculty Association for 5 years with the Michigan Education Association, and prior to retiring last September, Dr. Musto served in those same capacities for 35 years with the University of Hawaii Professional Assembly. During his 40-year tenure as a labor leader, he engaged in all aspects of labor relations, including but not limited to grievance handling; mediation; fact finding; arbitration; and collective bargaining. Dr. Musto's character and professionalism has earned him the recognition as being one of the most respected labor leaders and employer representatives within the State of Hawaii.

Additionally, Dr. Musto selflessly served Hawaii's communities through his volunteer work on many boards, commissions and professional organizations. He remains actively involved in the Hawaii Chapter of Aloha United Way through his participation as a member of the Strategic Management Committee and the Speakers Bureau. He currently represents the State of Hawaii as a Commissioner on the Education Commission of States and serves as the ESGR Director of the Department of Defense's Office of the Ombudsman. In the past, Dr. Musto has been a member of the Industrial Relations Research Association; the American Arbitration Association; the Society of Professional in Dispute Resolution; and the State of Hawaii

Judiciary's Center for Alternative Dispute Resolution just to list a few. He has also served on the Board of Directors for Central Union Church; the Aloha United Way; the Hawaii Dental Service; and the Epilepsy Foundation of Hawaii and on the Board of Trustees for the Hawaii Employer Union-Health Benefits Trust Fund and the Hawaii Public Employees Health Fund.

Dr. Musto possesses a very thorough knowledge of Chapters 76 and 89 of the Hawaii Revised Statutes. He is abundantly qualified and well-versed on labor relations and will discharge his duties and responsibilities that will complement the Hawaii Labor Relations Board. HFFA firmly believes that Dr. Musto will be a true advocate for public employee relations and is therefore, an ideal candidate.

It is with great pleasure and with honor that the Hawaii Fire Fighters Association submits this testimony in absolute support of Dr. J. N. Musto's nomination and confirmation to the Hawaii Labor Relations Board.



HAWAII STATE AFL-CIO

345 Queen Street, Suite 500 • Honolulu, Hawaii 96813

Randy Perreira
President

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
April 18, 2016

G.M. 855 – SUBMITTING FOR
CONSIDERATION AND CONFIRMATION TO
THE HAWAII LABOR RELATIONS BOARD,
GUBERNATORIAL NOMINEE, J.N. MUSTO

The Hawaii State AFL-CIO strongly supports the nomination of Dr. J.N. Musto to the Hawaii Labor Relations Board (HLRB).

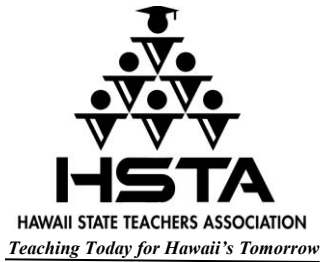
Dr. Musto has a distinguished doctorate degree in biology from the University of Michigan – Ann Arbor and a plethora of work experience in employment and labor relations having worked for the Central Michigan Faculty Association as the Executive Director and Chief Negotiator, the Ferris State College Faculty Association as a union organizer and most recently as the Executive Director and Chief Negotiator for thirty-five years until his retirement in August 2015 for the University of Hawaii Professional Assembly (UHPA). Furthermore, Dr. Musto has served countless hours on various boards and trust funds such as a trustee to the Employer-Union Health Benefits Trust Fund and as a board member for Aloha United Way, the Epilepsy Society and Hawaii Literacy, Inc. In addition, as Executive Director and Chief Negotiator for UHPA, Dr. Musto worked with the HLRB frequently and has a vast knowledge of Hawaii Revised Statutes (HRS) Chapters 89 and 377. Dr. Musto will undoubtedly be an advocate for the rights of all workers and with his impressive work experience in the public sector along with his education and commitment to community service makes him more than qualified to serve on the HLRB.

Additionally, I have had the privilege to know Dr. Musto for an immeasurable amount of time and can confidently and enthusiastically recommend him to serve on the HLRB. Dr. Musto is without a doubt one of the most competent and capable people I know and therefore, respectfully request the Committee on Judiciary and Labor to recommend a favorable confirmation.

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

Corey Rosenlee
President
Justin Hughey
Vice President
Amy Perruso
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEE ON
JUDICIARY AND LABOR

RE: GM 855 – J MUSTO.

MONDAY, APRIL 18, 2016

WILBERT HOLCK, EXECUTIVE DIRECTOR
HAWAII STATE TEACHERS ASSOCIATION

Chair Keith-Agaran and Members of the Committee:

The Hawaii State Teachers Association **supports GM 855**, submitting for consideration and confirmation to the Hawai'i Labor Relations Board, gubernatorial nominee, J Musto, for a term to expire June 30, 2022.

Successful school systems are built on collaboration. Throughout his thirty-five-year career as Executive Director of the University of Hawai'i Professional Assembly, J.N. Musto has forged partnerships that advance lifelong learning, while amplifying the voice of educators at the bargaining table.

The Hawai'i Labor Relations Board oversees prohibited and unfair labor practice complaints filed by public and private sector employees, employee organizations or unions, and their employers. HSTA, like all unions, has a vested interest in empowering the board with talented leadership.

Musto has proven his leadership skills as a fierce advocate for public workers, especially university educators, and has shown a keen awareness of our islands' collective bargaining climate. Yet, education at all levels is, and always has been, paramount to Musto, who previously taught education law at Northern Michigan University. An expert at creating common purpose amidst disagreement during his time guiding UHPA, Musto's presence on the labor board would guarantee a judicious application of Chapter 89. His understanding of the unique challenges faced by today's workforce will deepen relations between employers and their employees.

To provide our state workers with governance they can trust, HSTA **supports** the appointment of J.N. Musto to the HLRB.



Testimony Presented Before the
Senate Committee on Judiciary and Labor
Monday, April 18, 2016
9:30 am – Conference Room 325
by
Dr. Sylvia Yuen

GM 855: Supporting the confirmation of gubernatorial nominee J. N. Musto to the Hawaii Labor Relations Board

Chair Keith-Agaran and members of the Senate Committee on Judiciary and Labor:

Thank you for the opportunity to present my testimony in strong support of J. N. Musto's nomination to the Hawaii Labor Relations Board.

Dr. Musto is eminently qualified and would serve with distinction on the Hawaii Labor Relations Board. He is, perhaps, best known as the former Executive Director of the University of Hawaii Professional Assembly (UHPA), a position he held for 35 years. In that capacity he was able to craft a common position for divergent individuals, disciplines, and campuses—no easy task—and to advocate strongly for the good of his constituents. He was greatly admired and respected by the faculty he represented which explains his longevity as UHPA's ED.

Dr. Musto will bring to the Hawaii Labor Relations Board a broad perspective that considers various viewpoints. He is an educator, having taught at Northern Michigan University, and a member of the Industrial Relations Research Association, American Arbitration Association, Society of Professionals in Dispute Resolution, and other professional organizations. Many professional and community organizations have utilized his expertise and pro-bono services, including the Labor Education Advisory Council, Center for Alternative Dispute Resolution, Neighborhood Justice Center of Honolulu, Mediation Center of Hawaii, Hawaii Central Labor Council, Temporary Commission on Comparable Worth, and many others.

In summary, Dr. Musto possesses the knowledge, experience, wisdom and temperament which will make him a valuable member of the Hawaii Labor Relations Board. He has a deep commitment to Hawaii and will be principled and fair in his decisions. He has my highest recommendation, and I urge you to confirm his appointment to the Hawaii Labor Relations Board.



UNIVERSITY
of HAWAII®
MĀNOA

April 8, 2016

Dear Members of Judiciary and Labor Committee:

I am writing this letter in support of the appointment of Dr. J.N. Musto to the Hawaii Labor Relations Board.

As you may know, J.N. is one of, if not the most knowledgeable professional, with long and intimate knowledge and experience with Hawaii State government and its operations, in particular the sector dealing with public sector collective bargaining.

First, in his role as Executive Director of the University of Hawaii Professional Assembly for the past more than 35 years, the organization representing University of Hawaii faculty, J.N. has acquired the store of knowledge and experience in the operation of the University of Hawaii unmatched by any other professional in the State of Hawaii. In addition, his skills in developing consensus among competing interests are outstanding.

His vast appointments to various commissions and task forces both within the State of Hawaii and beyond constitute yet another example of his recognition as an effective advocate and of his unlimited dedication to promoting the welfare of our citizens.

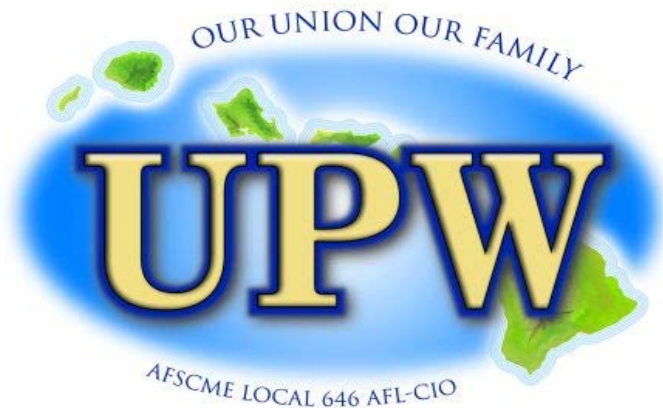
J.N.'s contributions extend far beyond the realm of higher education to include his appointment as ESGR Director of Ombudsmen, Department of Defense, and his election as President and long service as Executive Board member of the Industrial Relations Research Association.

These are just a few examples and highlights of his ability and accomplishments which he will lend to the work of the Hawaii Labor Relations Board. A more complete list of his work maybe found in his CV.

Finally, I have every reason to believe that J.N. will serve with the highest distinction on the Hawaii Labor Relations Board and make the significant and much needed contributions to the record of the Board in promoting effective government through positive administration of the provisions of Chapter 89, the Hawaii Collective Bargaining in Public Employment Law.

Sincerely yours,

Joyce M. Najita
Director



The Hawaii State Senate
The Twenty-Eighth Legislature
Regular Session of 2016

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

DATE OF HEARING: Monday, April 18, 2016
TIME OF HEARING: 9:30 a.m.
PLACE OF HEARING: Conference Room 325

**TESTIMONY IN SUPPORT OF J. MUSTO NOMINATION GM 855 TO THE
HAWAII LABOR RELATIONS BOARD**

My name is Dayton M. Nakanelua, state director of the United Public Workers, ASFCME, and Local 646 AFL-CIO. The UPW is the exclusive representative for approximately 11,000 public employees, which include blue-collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

The United Public Workers is honored to submit this testimony in strong support of J. MUSTO, retiree and former Executive Director of UHPA (University Hawaii Professional Assembly) for his nomination by Governor David Ige, to the Hawaii Labor Relations Board (HLRB) for a term to expire June 30, 2022.

Dr. Musto has more than 35 years experience leading the UHPA with some 4,000 members across the UH campuses statewide. According to UHPA President David Duffy, "His leadership and negotiations experience combined with his ability to advocate for the needs of UH faculty and for higher education in a collaborative, respectful manner set a new bar for public sector unions in Hawaii."

J. Musto has a wealth of experience and education that will make him a significant asset to the HLRB. He was a biology teacher, obtained his Ph.D. from the University of

Michigan, and taught educational law and public sector employment at Northern Michigan University. He was the Executive Director and Chief Negotiator for several faculty associations and helped to organize faculty unions from California to New York and Florida on behalf of the National Education Association.

J. Musto has been active in the community serving on several boards including the Research Corporation of the University of Hawaii, Chairman of the Hawaii Public Employees' Health Fund and Commissioner to the Education Commission of the States (ECS).

The UPW respectfully requests the Committees' consideration and confirmation of the nomination of J. Musto to the Hawaii Labor Relations Board.

Thank you for the opportunity to submit this testimony.



The Senate Committee on Judiciary and Labor
Monday, April 18, 2016
9:30 a.m., Room 325

RE: GM 855 Gubernatorial Nominee, J Musto, Hawai'i Labor Relations Board

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

The University of Hawaii Professional Assembly (UHPA) supports the confirmation of Dr. J. N. Musto to the Hawaii Labor Relations Board as the labor representative.

Dr. Musto offers a range of experience and knowledge that is both substantive and practical in addressing the challenges of 21st century collective bargaining and dispute resolution in Hawaii. His philosophy and practice over many years have made Dr. Musto an exceptional candidate. His approach to a bargaining recognizes that the best contracts are those that result from the parties having a shared purpose; and that employees and employers function best when there is mutual respect and trust. Recognizing there are occasions when dispute resolution processes must be invoked Dr. Musto has demonstrated, as UHPA Executive Director, that these processes must be used judiciously but are fundamental to ensuring settlements when parties cannot find common ground. His knowledge of the strengths and limitations of Chapter 89 are unprecedented and lead to a long history of innovative and dynamic contracts that have served both UHPA members and the University of Hawaii well.

Collective bargaining and contract maintenance are dynamic processes that often require creativity and the flexibility to find avenues not written or previously contemplated by the parties. Dr. Musto has often solved problems by an openness to continually negotiate and set new perimeters so a contract remains relevant when unanticipated issues arise. That is the heart of understanding the ongoing nature of employee and employer relationships.

UHPA urges the Committee to confirm Dr. J. N. Musto to the Hawaii Labor Relations Board.

Respectfully Submitted,

Kristeen Hanselman
Executive Director

**University of Hawaii
Professional Assembly**



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

WRITTEN ONLY

Testimony Presented Before the
Senate Committee on Judiciary and Labor
April 18, 2016 at 9:30 a.m.

by

David Lassner
President, University of Hawai'i

GM 855 – Submitting for consideration and confirmation to the Hawai'i Labor Relations Board, Gubernatorial Nominee, J MUSTO, for a term to expire 06-30-2022.

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

Thank you for the opportunity to submit written testimony on behalf of the University of Hawai'i wholeheartedly in support of Governor's Message No. 855, regarding the nomination of J.N. Musto, Ph.D., to serve on the Hawai'i Labor Relations Board (HLRB) for a six (6) year term to end on June 30, 2022.

I believe that current and past UH Administrators, to include Presidents, Vice-Presidents, and Chancellors, would agree with me that during Dr. Musto's thirty-five (35) plus years serving as the University of Hawai'i Professional Assembly's (UHPA) Executive Director and Chief Negotiator, he conducted himself with the highest standards of integrity and morality, thus becoming one of the most influential, well-respected, and distinguished leaders within Hawai'i's labor community.

There is no question that Dr. Musto is highly qualified and well-suited to serve on the HLRB. Dr. Musto fully appreciates and recognizes the importance of upholding the constitutional mandates under Article XIII of the Hawai'i State Constitution and its enforcement under HRS, Chapter 89, exemplifying the heart and spirit of promoting productive public employment relations. Dr. Musto's leadership, knowledge, and understanding of Hawai'i's collective bargaining law will be an asset to the HLRB as well as to our labor community and to our State. The UH is in full support of Dr. Musto's nomination and requests your Committee's favorable consideration and recommendation to support his confirmation.

Thank you for this opportunity to submit testimony in **strong support** of Governor's Message No. 855 and your consideration and confirmation of Dr. J.N. Musto.

8 April 2016

The Honorable Senator Gilbert S.C. Keith-Agaran
Chair, Senate Judiciary and Labor Committee

Dear Senator Keith-Agaran:

I offer this letter in support of Governor Ige's nomination of J.N. Musto to the Hawai'i Labor Relations Board. I had the honor of serving on the University of Hawaii Professional Assembly Board of Directors while Dr. Musto was Executive Director. Dr. Musto is well versed in Hawaii labor law. Furthermore, he has a critical mind and does not act rashly. He evaluates situations thoroughly before arriving at decisions. Employees and employers in Hawaii would be well served with Dr. Musto's appointment to the HLRB.

Sincerely,

A handwritten signature in black ink, appearing to read "Brent Sipes". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Brent Sipes, Ph.D

HLRB

Letter of Support for JN Musto

April 11, 2016

GM 855

Dear Selection Committee:

Governor's Ige's nomination (**GM 855**) of JN Musto to the HLRB board of directors presents an excellent choice. JN has been one of the most effective union leaders over the last three decades. His intelligence and knowledge of labor and its infrastructure will be an invaluable asset to the Board. As a UHPA member, I, along with so many of my colleagues, were thankful and appreciative he was our representative, and not the opposition's. In addition to having a vast command of issues, JN is a thoughtful and insightful listener. His skills, both as a negotiator and as someone who understands key elements in negotiation dynamics, and the flex points that exists in negotiable circumstances, are essential for anyone aspiring to be a contributing board member.

As a tribute to his effectiveness as UHPA's Executive Director, his impending retirement was met with dismay and anxiety. With the current faculty contract expiring in 2017, members were concerned and less optimistic on how effective faculty representation will be. His impact has been that significant.

The wisdom of this nomination is immeasurable. His voice resonates with reason, fairness, and sensibility.

Thank you for considering this most worthy nominee. Relegating his experience, knowledge, and insights to retirement would be an injustice to the community. Re-energizing these attributes assures board credibility and relevant discussions.

Dr. Musto's confirmation will certainly validate the wisdom of the selection process. Please support his nomination. Thank you.

Sincerely,

Creighton Fujii
Counselor, Kauai CC
UHPA member, Unit 7

Kailua HI 96734

Dear Members of the Committee,

I am writing in support of the nomination of Dr. JN Musto to the Hawaii Labor Relations Board. These last three years I served as the President of the University of Hawaii Professional Assembly, representing the faculty of the University of Hawaii, and previously on the UHPA board and bargaining team. I have worked closely with JN and spent hours discussing labor, Hawaii and how to make the state a better place.

JN has a broad and deep knowledge of labor law and Hawaiian and American history and so he can place things in a broader context than most of us might think about. I have seen him negotiating and he focused on outcomes, not adversaries; getting parties to see a common solution that responded to their interests. Many times the suggested solutions were “outside the box”, reframing the problem in a way that offered solutions. I have always known him to be scrupulously honest, sometimes pointing out problems that others have overlooked when it would have been to his advantage to let them overlook them. He is, to use that old fashioned phrase, a man of honor.

The coming years will be interesting ones for labor, both nationally and locally, and the HLRB needs someone like JN to help keep things balanced and in perspective, focusing on win-win instead of the mainland’s win-lose mentality.

I urge you to approve his nomination.

Respectfully submitted,

David Cameron Duffy Ph.D.

To the Chair Gilbert S. C. Keith-Agaran of the Senate Judiciary & Labor Committee

I fully support Governor Ige's nomination for JN Musto to be on the Hawai'i Labor relations board. During his tenure with UHPA JN Musto was a leader for faculty labor in the State of Hawai'i. Dr. Musto successfully negotiated 13 contracts for faculty betterment and gave his steller best over the 35 years he was executive director. I cannot think of a better person for this position.

Denise Cohen PhD, APRN, FNP-BC
Professor of Nursing
University of Hawaii-Maui College

Hello - I am a long-time faculty member at UH Maui College, having been here since 1981. Throughout my years here JN Musto was my UHPA Representative and as such he secured generous but fair contracts for the faculty of UH. I know JN to have extensive knowledge in the area of labor relations and believe he would be a valuable member of the Hawaii Labor Relations Board.

Please consider his nomination.

Diane Meyer
Professor, Accounting
UH Maui College

DWIGHT S. TAKENO

KANEOHE, HAWAII 96744

Testimony Presented Before the
Senate Committee on Judiciary and Labor
April 18, 2016 at 9:30 a.m.

GOVERNOR'S MESSAGE NO. 855

Chair Keith-Agaran, Vice Chair Shimabukuro and members of the Senate Committee on Judiciary and Labor, it is a great honor and privilege that I submit written testimony in strong support regarding Governor's Message No. 855, which submits for advice and consent Dr. J.N. Musto, Ph.D., to serve on the Hawai'i Labor Relations Board (HLRB) for a six (6) year term to end on June 30, 2022.

It goes without saying that J.N. is highly qualified and well suited to serve on the HLRB especially serving as the board's labor representative. He is one of the most influential, highly respected, and distinguished leaders in Hawaii's labor community, as well as, around the nation.

However, what I would like testify on is the great character traits that J.N. embodies and how he lives his life with the highest moral and ethical conduct and behavior. Traits such as honesty, courage, integrity, trustworthiness, responsibility, honor, caring and compassion personifies J.N. and how he has approached life, his highly successful career, and through all the personal challenges he has faced.

I have personally known J.N. for over half my life, and I have never met such a pure and genuine individual who represents through actions and behavior rather than talk about how we should all conduct ourselves in life, even in the face of adversity and personal challenges. He is the epitome of a true gentleman. He has lived his life being a true and dedicated family man who unselfishly shares his unconditional love and support to his family, friends, and loved ones. As we have shared our intimate personal struggles and challenges, I can affirmatively state that J.N. is an exceptional husband, father, grandfather, and mentor to me and to many other individuals he has personally touched and impacted. J.N. is a very caring and compassionate individual who never turns his back away from people who need help, support, or even simple words of encouragement.

"Charity begins with one." Those words spoken by J.N., personifies his uncompromising belief and his values toward giving and helping those in need. J.N. personally donates thousands of dollars each year to non-profit organizations whose mission is to help Hawaii's people, to support our culture and heritage, and to help shape the future of Hawaii. I once told him that I truly admired his unselfish acts of generosity and kindness and he responding by saying *"They more you give, the more you shall receive."* That statement would be relived on August 29, 2015, the evening of his retirement celebration from UHPA. All invited guests were asked to make a financial

contribution to a newly formed J.N. Musto scholarship fund in lieu of a retirement gift for J.N. At the end of the evening it was announced that over \$26,000.00 was raised in honor of J.N. for the scholarship fund. Immediately, J.N. humbly thanked everyone in the audience for their donation and announced that he would personally match dollar for dollar the entire amount that was raised toward the fund. Personally, I was in awe. Here is a man who is retiring, who will be on a fixed income, who refused personal gifts in lieu of creating a scholarship fund, and now he unselfishly matches the entire contribution dollar for dollar. It made me cherish our friendship even more thinking about what a genuine human being that I have been blessed to have been a mentor to me for all these years. J.N. unselfishly invests in Hawaii because he loves and cares about Hawaii, its people, its keiki, and its future.

In my opinion, J.N. prematurely rode into the sunset last August. He has so much more to offer, so much more to teach, so many more to mentor, and so much knowledge to share. Thus, I was excited and thrilled to learn that Governor Ige had recommended J.N. to be appointed to the HLRB. It was a perfect match and a perfect continuation of his exceptional career.

Besides bringing in all that knowledge, experience, and leadership to the HLRB, what you have before you is a great human being. A person who is fair, compassionate, reasonable, and caring, whose actions speak louder than words. J.N. will never take credit, nor does he expect or want to be recognized, for that is not who he is and why he does it. J.N. sets a high bar on what a gentleman truly should be, and while I probably will not be able to meet the standards he has set, I believe I am a better person because of him.

I humbly request your Committee's support over his confirmation.

This correspondence is in full support of Dr. JN Musto to the Hawaii Labor Relations Board.

Thank you!

Earl S. Hishinuma

TESTIMONY OF EDWARD YUEN

to the

SENATE COMMITTEE ON JUDICIARY AND LABOR

April 20, 2016

G.M. 855

Submitting for consideration and confirmation to the Hawai'i Labor Relations Board
Gubernatorial Nominee Dr. J N. Musto

Chair Keith-Agaran and members of the Committee, it is my great pleasure to write in support of the confirmation of Dr. J N. Musto as a member of the Hawai'i Labor Relations Board. I can think of no one better qualified to serve on this board than Dr. Musto. He is a proven leader, a strong communicator, a consensus builder, a strategic thinker, and an authority on labor law in general and on Chapter 89 in particular.

I first met Dr. Musto in 1979 when I was a Deputy Attorney General assigned to the University of Hawai'i. Although my role in representing the University administration often put me in an adversarial position with Dr. Musto, our dealings were always professional, collaborative and respectful. In the 1990s I held the position of Director of Human Resources and Collective Bargaining at the University and served as the Spokesperson for the University in collective bargaining with Units 7 and 8. In bargaining he was always prepared, knowledgeable of the issues, and advanced his position with sound arguments based on facts. When the faculty went out on strike in 2001, Dr. Musto continued to work collaboratively with the University administration to ensure the safety of those on strike, as well as of those who were not. He was as concerned about the strike's impact on students as the administration and worked tirelessly to settle the strike so that students would be able to receive credit for their courses and graduate on time.

During this time, I also served as the President's Designee in the processing of faculty grievances and in this capacity I also worked very closely with Dr. Musto. His level of preparation and passionate advocacy representing the interests of a single faculty member in a grievance was equal to that of representing the interests of the whole bargaining unit in negotiations. Despite his strong advocacy, he consistently maintained a balanced perspective and took into consideration the needs of the institution while advocating for the bargaining unit member.

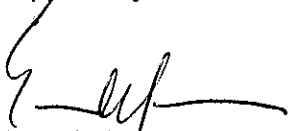
In his thirty-five year career as the Executive Director of the University of Hawai'i Professional Assembly, Dr. Musto not only advanced the interests of the faculty, but helped build a better University. The salary adjustments, extended contracts for non-tenure track faculty, fairer assignment of teaching loads, and other contract terms that he fought so hard for helped the University in recruiting and retaining quality faculty to

the benefit of the people of the State of Hawai'i. Through his advocacy for the faculty, he made the University a better institution. His negotiation of an unprecedented six-year contract in 2003 brought stability to an institution which only two years before was wracked by a disruptive and costly strike.

Having worked with Dr. Musto both in bargaining and in the handling of grievances, I can state from personal experience that he is intimately and thoroughly familiar with Chapter 89 and the decisions of the Hawai'i Labor Relations Board. I have been involved in public sector labor relations as an attorney, administrator and arbitrator and can attest to Dr. Musto's knowledge and understanding of Hawai'i's labor laws and practices. In his long career he has contributed greatly to the advancement of collective bargaining in the State of Hawai'i. An appointment to the Board would provide him yet another opportunity to contribute to the improvement of public sector labor relations.

For the above stated reasons and more, I offer my highest recommendation for Dr. J N. Musto to serve on the Hawai'i Labor Relations Board. I regret that I will be out of the country at the time of the confirmation hearing and will not be able to appear in person to support Dr. Musto's appointment.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Edward Yuen', with a stylized flourish at the end.

Edward Yuen
46-187 Haiku Road
Kaneohe, Hawai'i 96744

Honolulu, HI 96826
April 12, 2016

Senator Gilbert S.C. Keith-Agaran, Chair
Senate Judiciary and Labor Committee
Hawai'i State Capitol
Honolulu, Hawai'i 96813

Dear Senator,

I am writing to support the confirmation of Governor Ige's nominee, Dr. J.N. Musto, to serve on the Hawai'i Labor Relations Board (GM 855). I can attest that you truly could not find anyone as well qualified to serve in this position as Dr. Musto, and I know this from personal experience. As an active member of the University of Hawai'i Professional Assembly (UHPA), I have benefited from Dr. Musto's leadership and guidance for more than two decades. Indeed, everyone in the University system -- administration, faculty, and students alike -- owes him a tremendous debt of gratitude for his dedication to helping the University to maintain a high standard of quality as a place to learn and a place to work.

The depth and breadth of Dr. Musto's knowledge of labor issues is immense. I always knew that I could rely on Dr. Musto for accurate information if I needed to find out about workplace issues, labor laws or policies. In addition, one of the things I admire about him is that he always looked out for the well-being of even the lowest-ranking employee. I assure you that you and the members of the HLRB will likewise be able to turn to him for reliable information and fairness.

I know Dr. Musto to be an extremely insightful and articulate person who is able to envision the long-term needs and goals of our State. His years of experience and lifelong commitment to solving problems at the workplace will make him an invaluable resource on the HLRB.

I urge you to confirm this nomination so that State of Hawai'i can continue to benefit from Dr. Musto's wealth of expertise.

Thank you for your attention.

Respectfully submitted,

Eileen Cain, Ph.D.

Honolulu, HI 96826
April 12, 2016

Senator Gilbert S.C. Keith-Agaran, Chair
Senate Judiciary and Labor Committee
Hawai'i State Capitol
Honolulu, Hawai'i 96813

Dear Senator,

I am writing to support the confirmation of Governor Ige's nominee, Dr. J.N. Musto, to serve on the Hawai'i Labor Relations Board (GM 855). I can attest that you truly could not find anyone as well qualified to serve in this position as Dr. Musto, and I know this from personal experience. As an active member of the University of Hawai'i Professional Assembly (UHPA), I have benefited from Dr. Musto's leadership and guidance for more than two decades. Indeed, everyone in the University system -- administration, faculty, and students alike -- owes him a tremendous debt of gratitude for his dedication to helping the University to maintain a high standard of quality as a place to learn and a place to work.

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I urge you to confirm this nomination so that State of Hawai'i can continue to benefit from Dr. Musto's wealth of expertise.

Thank you for your attention.

Respectfully submitted,

Eileen Cain, Ph.D.

Dear Senator Agaran,

I write to you to request that you support the nomination of JN Musto for Governor for the Hawaiian Labor Relations Board as the labor vote (GM855). JN has many years of experience in this area and is a wealth of knowledge in both education and labor issues. He offers a unique and problem-solving-oriented perspective and knows how to make government work for the people. Can I count on your support for JN Musto's appointment? Mahalo for all of your tireless support, Senator. You have had my vote.

Emma White, JD, MA

Writing as a private person from my private email account.
Faculty, UH Maui College

G.A. MORRIS, INC.

222 South Vineyard Street, Suite 401, Honolulu, HI 96813-2453 Phone (808) 531-4551 Fax (808) 533-4601

April 18, 2016

Senator Gilbert S.C. Keith-Agaran, Chair
Senator Maile S.L. Shimabukuro, Vice Chair
Committee on Judiciary and Labor
Hawaii State Capitol, Room 325
Honolulu, HI 96813

RE: GM855 Submitting for consideration and confirmation to the Hawai'i Labor Relations Board, Gubernatorial Nominee, J MUSTO, for a term to expire 06-30-2022.

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

Having known JN MUSTO since becoming the head of the University of Hawaii Professors Union in 1980, his appointment to the state labor appeals board is an outstanding use of his talent & expertise.

His background will not only benefit the labor side of the issue but his fairness will insure that the business community will also have equity at the table. There is no question he is a credit to the appeal process.

We thank you for your favorable consideration of his appointment.

Respectfully Submitted,

G.A. "Red" Morris
President

Aloha,

I would like to submit my support for JN Musto to the Hawaii Labor Relations Board. I have known JN for over 25 years ago and consider him a man of integrity, brilliance, and humility, and I know he will represent Hawaii labor unions at the highest level of excellence. His knowledge of labor issues is incomparable as he has led one of the most progressive and most emulated unions in Hawaii. I hope you will give due consideration to his nomination.

Mahalo,

Glenn Ioane Teves
Molokai

Chairman Keith-Agaran and Members of the Committee,

This is in support of the nomination of JN Musto to the Hawaii Labor Relations Board.

I have known Mr. Musto for the past 35 years, ever since he came to Hawaii to lead the University of Hawaii Professional Assembly. While we were not friends, especially since I sat across the table from him in contract negotiations, I have the utmost respect for him. He was always professional in our dealings and his word was always good.

Mr. Musto is very knowledgeable about labor laws in general and knows the State of Hawaii's Labor Statutes in detail. With his background in labor negotiations, I believe he is capable of seeing the "big picture" and will be an outstanding addition to the Board.

Thank you,

Harold S. Masumoto

Aloha [Gilbert S.C. Keith-Agaran](#), Chair of the Senate Judiciary & Labor Committee,

I am Jennifer Owen, Associate Professor of Art at UH Maui College. I am writing to strongly support the governor's nomination of JN Musto to the Hawaii Labor Relations Board (GM855). We got to know JN well during his service to the faculty over many years as ED of UHPA. JN is very qualified and would be an excellent choice to fill the position! He is a consummate professional. I recommend him enthusiastically and without any reservations.

Mahalo,
Jennifer

Chair Keith-Agaran and members of the Committee on Judiciary and Labor

My name is Joan Lee Husted, the retired Executive Director of Hawaii State Teachers Association. I wholeheartedly support the nomination of Dr. JN Musto for a position of the Hawaii Labor Relations Board.

I have known JN from the first day he arrived in Hawaii to lead the University of Hawaii Professional Assembly. His resume outlines the extensive labor experience he has acquired in his professional career. The quality of his labor background is self-evident.

Let me speak about my own experience working with JN. I found him to be a creative problem solver with well thought out solutions. Dr. Musto is brilliant with a fine analytical mind. Sometimes he is able to analyze situation and draw a conclusion that I would shake my head at and say to myself, “why didn’t I see that?”

He is always willing to share information and to provide guidance. Though we did not coordinate bargaining because K-12 issues are significantly different from higher education issues, there were times when he would suggest solutions to some of our tough problems. The suggestions were always welcomed.

My own experience with HLRB and its predecessor HPERB extends almost forty years so I am confident that he will be a fine addition to the Board. Every party who comes before the board will be given a fair hearing with a guarantee that JN will do his homework in studying the issue to be decided.

I urge your confirmation of his appointment.

Radcliffe & Associates, LLC

222 South Vineyard Street, Suite 401, Honolulu, HI 96813-2453 Phone (808) 524-4459 Fax (808) 599-4340

April 18, 2016

Senator Gilbert S.C. Keith-Agaran, Chair
Senator Maile S.L. Shimabukuro, Vice Chair
Committee on Judiciary and Labor
Hawaii State Capitol, Room 325
Honolulu, HI 96813

RE: GM855 Submitting for consideration and confirmation to the Hawai'i Labor Relations Board, Gubernatorial Nominee, J MUSTO, for a term to expire 06-30-2022.

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

I strongly support the Governor's nomination of Dr. J.N. Musto to the Hawaii Labor Relations Board. The Senate has never had a more qualified, better fitted, candidate come before it for confirmation for a specific position. Also, for the record, no previous Executive Director of any public union in Hawaii has ever served on the Hawaii Labor Relations Board. So it is entirely fitting that the Governor should look to the "Dean" of the Hawaii Public Sector union movement to serve on this important board. No one else has ever produced any better result for his or her long years of professional service to any Union than has J.N. Musto. As the record here will certainly show, he is universally respected and admired in the community.

Please vote to confirm this truly exceptional public servant.

Sincerely,

John H. Radcliffe
President

Dear Senator Gilbert S. C. Keith-Agaran:

Please accept my letter of support for Dr. JN Musto's nomination to the Hawai'i Labor Relations Board by Governor David Ige.

Dr. Musto has been a major figure in Hawai'i public labor relations for over 30 years. His integrity, objectivity, and passion for improving the working conditions of workers in both the public sector and private are well known. As the former Executive Director of the University of Hawai'i Professional Assembly, Dr. Musto guided UH faculty BU 07 members to increasing periods of stability and continual improvement in their working conditions at the various UH campuses, resulting in positive learning and studying conditions for students for decades.

He has also been an advocate that developing and maintaining positive working relations between employer and union members are critical to creating good working conditions which are sustainable over the long run rather than just in the context of two-, four-, or even six-year contracts. He looked at each contract negotiation as an opportunity to further enhance the working relations between UH administrators and UH faculty because doing so creates work environments that ultimately have the best interests of students in mind.

Dr. Musto's knowledge, both its depth and breadth, of HRS Chapter 89 is also an invaluable asset to the HLRB. His knowledge, insights, experiences, and institutional memory will help the Board members objectively assess the cases that will come before them going forward.

I hope my voice through this message will help convey some of the major reasons why approving Dr. Musto's nomination to the HLRB will be beneficial to the citizens of the state of Hawai'i.

Respectfully submitted,

Karla Hayashi
UH Hilo

--

Karla Hayashi
Kilohana Director and Writing Coordinator

University of Hawai'i at Hilo
Hilo, HI 96720-4091

Aloha mai kākou,

This letter is in support of JN Musto as the union representative for HLRB. Mr. Musto has been a staunch advocate of University of Hawai'i faculty in his position as former ED of UHPA. I believe his wealth of knowledge may be utilized to advocate for all employees throughout the State of Hawai'i in this position as union rep for HLRB.

Aloha,
Kekoa Harman

--

Kekoa L. Harman
Polopeka Kāko'o (Assistant Professor)-Hawaiian Studies and Hawaiian Language
Ka Haka 'Ula O Ke'elikōlani-College of Hawaiian Language
Ke Kulanui O Hawai'i Ma Hilo (University of Hawai'i at Hilo)

MEMORANDUM

To: Senator Gilbert S.C. Keith-Agaran, Chair of the Senate Judiciary & Labor Committee
From: Lynne Wilkens, Professor, University of Hawaii Cancer Center
Date: April 14, 2016
Re: GM 855: Nomination of Dr. JN Musto to Hawaii Labor Relations Board

I am writing to strongly endorse the appointment of Dr. JN Musto to the Hawaii Labor Relations Board as the labor vote. I have been on the faculty of the University of Hawaii since 1996. I have served on committees of the University of Hawaii Professional Assembly (UHPA) since 2006 and have known JN since that time, as he served as Executive Director of UHPA. JN devoted his career to labor relations, and in particular, to state labor relations. As the Executive Director of UHPA since 1980, JN is very knowledgeable about the Hawaii state laws and court decisions regarding labor relations. I have observed him navigate many difficult situations. He is always fair and thoughtful in his deliberations. Most importantly, JN always considers the broad ramifications of each decision and does not just look for the short term fix. JN also understands when a workforce and administration working together is a powerful combination. I wholeheartedly recommend his appointment.

GM 855 TESTIMONY IN SUPPORT OF JN MUSTO's Nomination to the Hawai'i Labor Relations Board

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

From: Marie C. Laderta

Date: April 15, 2016

Having had the privilege and opportunity to work with JN Musto while we were on opposite sides of the collective bargaining negotiating table, as well as fellow trustee on the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF), I write in strong support of his nomination to the Hawai'i Labor Relations Board.

Regarded as one of the toughest and solution-oriented negotiators while serving as the head of UHPA, "Professor Musto," or "JN" is probably the most respected labor leaders within Hawai'i's the collective bargaining and labor community, revered not only for his skill, knowledge and experience in negotiations, but for his integrity of character and reasonable-mindedness. He has commanded the respect of not only those on the labor side, but also those he dealt with on the management side.

While a trustee on the EUTF Board, JN was instrumental in driving key changes in the employee benefits area, being always mindful of the impact to employees. One the myriad of things that I believe made JN effective whether as a collective bargaining negotiator, or decision-maker on an employee medical benefits Board, was JN's exceptional ability to listen well and understand the issues. He discharged his responsibilities with professionalism and a lot of due diligence.

Hawai'i employees' interest has been JN's polar star practically his entire career, coupled with his years of experience with labor issues, make him an ideal candidate for the position on the Hawai'i Labor Relations Board. He has a knack for sorting through complicated issues to arrive at practical resolutions. How can we ask for a better candidate to serve on the Hawaii Labor relations Board than that?

I ask for your confirmation of JN MUSTO to the Hawai'i Labor Relations Board. Mahalo nui loa.

Sincerely,

Marie Laderta

April 18, 2016

The Honorable Gilbert Keith-Agaran, Chair
The Honorable Maile Shimabukuro, Vice Chair
Senate Committee on Judiciary & Labor
Hawaii State Capitol

RE: **GM855**– Submitting for consideration and confirmation to the **Hawai'i Labor Relations Board**, Gubernatorial Nominee, **J MUSTO**, for a term to expire 06-30-2022.

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

I am writing to fully support the nomination of Dr. JN Musto to the Hawai'i Labor Relations Board.

Since meeting JN about six years ago, my respect for him has continued to grow because he is down to earth, earnest, fiercely intelligent and has a wonderful sense of humor.

JN is an exemplary individual with decades of leadership experience of the highest caliber. A proven leader and distinguished negotiator, he served as Executive Director of the University of Hawaii Professional Assembly for 35 years and demonstrated his commitment to the organization and its nearly 4000 members by delivering stellar results.

In addition to his outstanding work history, JN is actively involved in the community. He has served as a EUTF trustee and on several boards, including RCUH and the Hawai'i Public Employees Health Fund, as well as on several nonprofit boards, including the Aloha United Way, Hawai'i Literacy, Inc. and the Epilepsy Society.

JN Musto is a first-class leader and I wholeheartedly support his nomination.

Thank you for your support of his confirmation.

Sincerely,

Melissa Takaaze

Honolulu, HI 96837

Dear Senator Keith-Agaran,

I am writing to support the nomination of JN Musto to the Hawai'i Labor Relations Board (HLRB) as the union representative.

I have worked with Dr. Musto for over ten years as a member of the faculty at the University of Hawai'i at Hilo. As his appointment is of statewide concern, I want to confirm that JN has always taken concerns of those of us on the neighbor islands into consideration in all matters of labor relations. Too often, neighbor island concerns can seem to be ignored on Oahu, but that has never been the case in my dealings with Dr. Musto. He has always been sensitive to the issues important to ALL the residents of Hawai'i, and I am sure that he will continue this practice on the HLRB. Dr. Musto has a true statewide perspective on labor relations, and that is exactly what is needed.

In addition, Dr. Musto has extensive experience with Hawai'i's labor history, making him an excellent choice for this position. It is not too much to say that JN is a walking repository (no offense intended) of Hawai'i's labor history over the the last few decades. His vast experience will make him an indispensable resource for the HLRB and its members.

Finally, in my experience, Dr. Musto has always been an advocate for the working people of Hawai'i. He understands the way the state works (and doesn't work) and has always placed the best interests of the people and the state at the top of his priorities. I and my colleagues have benefited from his skill and determination in the past, and I am confident that the entire state will benefit from those qualities, and others he brings to the table, in the future.

I strongly support JN Musto's nomination to the Hawai'i Labor Relations Board for the many reasons stated above. Few nominees could combine the statewide perspective, wealth of experience, and skillful advocacy that Dr. Musto offers. His appointment to the HLRB would be an extremely valuable addition to the Board and a significant asset to the state.

Very sincerely,

Michael Bitter

--

Dr. Michael Bitter
Department of History
University of Hawai'i at Hilo
200 West Kawili Street
Hilo, HI 96720

Aloha Senator Keith-Agaran,

My name is Rosiana (Nani) Azman, Ph.D. I live in Wailuku, Maui, and I am a faculty member at UH Maui College. I am writing to express my support for GM 855, the nomination of Dr. JN Musto to the HLRB.

I know Dr. Musto well as I am currently the Vice-President of UHPA and am serving my 4th of 6 years on their Board of Directors. Dr. Musto has not only been a huge advocate for the faculty and students of the University of Hawai'i, but a huge asset to labor relations in the state of Hawai'i for the past several decades. He also has seemingly unending knowledge regarding the history of labor in Hawai'i. In his tenure as Executive Director for UHPA, he helped create contracts for the faculty that were revered by labor unions nationwide.

Despite the fact that UH and UHPA are O'ahu-based institutions, Dr. Musto makes a point to remember people on the neighbor islands. As the UHPA director from Maui, he was always inclusive of everyone. In my time on the board with him, which was slightly over 3 years, he created an executive staff position at UHPA that focused on the neighbor islands. He brought meetings to the neighbor islands as well, realizing that most of us do not have the ability or opportunity to travel to Honolulu when we have concerns.

I humbly ask that you support the governor's nomination of Dr. JN Musto to the HLRB. He will be an incredible asset to the state of Hawai'i in that position.

Mahalo,
Nani Azman

Hawaii State Senate
Senate Committee on Judiciary and Labor
April 18, 2016

GM 855 -Submitting for consideration and confirmation to the Hawai'i Labor Relations Board,
Gubernatorial Nominee, J MUSTO, for a term to expire 06-30-2022.

Dear Chair Agaran and Members of the Committee:

I am writing in support of JN Musto's nomination for appointment to the State of Hawaii Labor Relations Board (HLRB).

As a former deputy director of the Hawaii Government Employees Association, I have had the pleasure of working with Dr. Musto. His thirty five years as Executive Director of the University of Hawaii Professional Assembly and his unsurpassed knowledge and understanding of labor relations make him imminently qualified to serve on the HLRB. Additionally, I have witnessed his integrity in making fair and reasoned decisions as well his desire to share his knowledge and to build consensus which makes him an outstanding candidate for the appointment.

I know the State of Hawaii and its working people will be fortunate to have JN Musto on the HLRB.

Thank you for taking the time to consider my testimony.

Sincerely,



Nora A. Nomura

The Senate Committee on Judiciary and Labor
Monday, April 18, 2016
Room 016

RE: GM 855, Appointment of J Musto to Hawai'i Labor Relations Board

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

STRONGLY IN FAVOR

Honorable People,

I have known Dr. J N Musto for over 20 years working closely with him at University of Hawaii Professional Assembly (UHPA). This led to my continuing appointment as UHPA's Chief Technology Officer.

I have worked with this man on a wide variety of issues including contract negotiations, member ratifications, public relations, crisis management, and of course information technology. I have seen him operate under nearly every possible emotional perspective a person can have.

Clearly, Dr. Musto's credentials in collective bargaining are "among giants" in Hawaii. The depth and breadth of his knowledge in this area are above reproach.

However, one is not a product of their technical knowledge alone. Rather, it is one's character and foundational principles that has a longstanding impact on a given organization. It is in this arena that in my opinion Dr. Musto stands without peer.

Simply put, from my 30 years of working with countless organizations across public, private, political, and nonprofit sectors in Hawaii, no one to my mind exhibits the clarity of purpose, unshakable moral principles, and a commitment to do what is right for the worker as Dr. J N Musto.

The Hawai'i Labor Relations Board and our beloved State of Hawai'i would be greatly served by this man and I most highly recommend him.

Respectfully Submitted

Peter Kay
Chief Executive Officer
CyberCom

I support GM 855 - Dr. JN Musto. Please appoint / approve his nomination.

Sarita Rai

Gilbert S.C. Keith-Agaran,

This correspondence is to support the appointment of J.N. Musto as a member of the Hawaii Labor Relations Board (HLRB). I have served as a Faculty Representative for College of Business and Economics, which is an element of the University of Hawaii Professional Assembly (UHPA), for more than 18 years. In this capacity, I worked with J.N. As such, I feel well qualified to comment on his qualifications.

J.N. has extensive experience in Hawaii labor law. There is very little regarding labor law that he has not experienced in his more than 20 years experience as director of UHPA. Indeed, he literally has the history and acts of the HLRB available at will in his memories. I am confident he will do an outstanding job for HLRB. In my opinion he will offer unbiased opinions that are thoroughly thought through. Indeed, J.N. would be an outstanding asset to the HLRB and the State of Hawaii.

If I can be of further assistance, please do not hesitate to contact me.

Terrance Jalbert
Professor of Finance,
University of Hawaii at Hilo

Chair Keith-Agaran, and Members,

I support the nomination of J.N. Musto to the labor seat on the Hawaii Labor Relations Board wholeheartedly, and without the slightest reservation. He is the most experienced labor leader in the history of the State, with over 35 successful years as Executive Director of the UHPA, prior to his recent retirement. His knowledge of the practical operation of Chapter 89 is second to none. He understands the technical and political dynamics of collective bargaining. He maintains positive relationships with labor and governmental leadership, including persons he has bargained against in most stressful situations. His word is good, and his devotion to finding a creative path to a mutually-beneficial constructive solution is legendary. In my opinion, there is no person in the state of Hawaii, or anywhere else on earth, for that matter, who has greater knowledge of how collective bargaining in Hawaii's public sector does work, should work, and how it sometimes comes off the tracks. On top of that, he's got a good sense of humor.

Since you have the opportunity to confirm Dr. Musto to the labor seat at HLRB, you should vote "aye", and consider it the best work you've done all day.

Respectfully,

Tony Gill
Gill, Zukeran & Sgan, Attorneys