

JOSH GREEN, M.D.
GOVERNOR



TESTIMONY BY:
EDWIN H. SNIFFEN
DIRECTOR

Deputy Directors
DREANALEE K. KALILI
TAMMY L. LEE
ROBIN K. SHISHIDO
JAMES KUNANE TOKIOKA

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

Friday, April 14, 2023
3:00 P.M.
Conference Room 224 & Videoconference
State Capitol

In consideration of
Governor's Message 515
Submitting for consideration and confirmation as the Director, Department of Labor and
Industrial Relations, Gubernatorial Nominee, Jade Butay

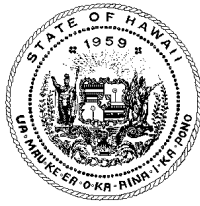
Senate Committee on Labor and Technology

The Department of Transportation (DOT) **supports** the confirmation of Jade Butay as
the Director for the Department of Labor and industrial Relations (DLIR).

Mr. Butay has years of experience within government service and has held several
positions of leadership. He has the background and knowledge of state operations to
lead the department.

Thank you for the opportunity to provide testimony.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



JORDAN LOWE
DIRECTOR

MICHAEL VINCENT
Deputy Director
Administration

SYLVIA LUKE
LT GOVERNOR
KE KE'ENA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LAW ENFORCEMENT

Ka 'Oihana Ho'okō Kānāwai

1177 Alakea Street
Honolulu, Hawaii'i 96813

VACANT
Deputy Director
Law Enforcement

No.

WRITTEN TESTIMONY

TESTIMONY ON GOVERNOR MESSAGE NO. 515
RELATING TO THE NOMINATION OF JADE BUTAY
TO BE THE DIRECTOR, DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS

By
Jordan Lowe, Director

Senate Committee on Labor and Technology
Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

Friday, April 14, 2023; 3:00 p.m.
CR 224 & Via Video Conference

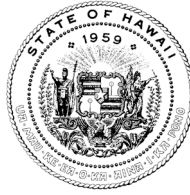
Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

I submit this testimony in support of the nomination and confirmation of Jade Butay as the Director of the Department of Labor and Industrial Relations (DLIR).

Mr. Butay has extensive work experience in the private and public government sector. His vast experience in leadership roles that span over thirty years make him a highly qualified candidate to take on the complexities of the duties and responsibilities, and the authority as the Director for DLIR.

Thank you for the opportunity to provide testimony in support of Governor's Message 515 and the confirmation of Mr. Butay.

JOSH GREEN, M.D.
GOVERNOR



DOUGLAS MURDOCK
CHIEF INFORMATION
OFFICER

OFFICE OF ENTERPRISE TECHNOLOGY SERVICES

P.O. BOX 119, HONOLULU, HI 96810-0119
Ph: (808) 586-6000 | Fax: (808) 586-1922
ETS.HAWAII.GOV

Testimony of
DOUGLAS MURDOCK
Chief Information Officer
Enterprise Technology Services

Before the

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

GOVERNOR'S MESSAGE NO. 515
NOMINATION OF JADE BUTAY, DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL
RELATIONS
Friday, April 14, 2023

Dear Chair Moriwaki, Vice Chair Lee, and members of the committee:

I am writing in support of Governor Josh Green's nomination of Jade Butay as Director of the Department of Labor and Industrial Relations.

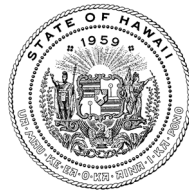
Mr. Butay has provided leadership and strategic direction for the Hawai'i Department of Transportation and DLIR for more than 15 years. He served as the former Director and Deputy Director of HDOT, ensuring that the transportation needs of the public were being met, and successfully led the completion of four legacy airport projects.

He also served as the Deputy Director of DLIR, advising Governor Abercrombie on matters relating to economic security, physical and financial well-being, the productivity of workers, and the achievement of good labor-management relations.

Mr. Butay is a trusted leader and will help the Department execute important workforce development and community services and I am proud to support his confirmation.

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

JOSH GREEN, M.D.
GOVERNOR



LUIS P. SALAVERIA
DIRECTOR

SABRINA NASIR
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
Ka 'Oihana Mālama Mo'ohelu a Kālā
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT

WRITTEN TESTIMONY BY
LUIS P. SALAVERIA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE

TO THE
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

GOVERNOR'S MESSAGE NO. 515

April 14, 2023
3:00 p.m.
Room 3:00 p.m. & Videoconference

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DIRECTOR,
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL
NOMINEE, JADE BUTAY, FOR A TERM TO EXPIRE AT NOON ON 12-07-2026.

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

I strongly support the appointment of Jade Butay to the position of Director of the Department of Labor and Industrial Relations (DLIR). I have known Mr. Butay for over 10 years and he is one of the most dedicated and loyal member of the Administration.

Mr. Butay's humble and quiet demeanor belie his strong work ethic and steadfast integrity.

Governor Green's administration shares his priorities of a strong and vibrant workforce for the people of Hawai'i. We are committed to take action to make the needed changes to move Hawai'i forward.

Mr. Butay is an integral part of a team that is dedicated to achieving the goals of this administration in an honest, transparent, accountable, and responsive manner.

Mr. Butay has been serving as the Director of DLIR since December 2022. Prior to that, he served as the Deputy Director of DLIR from 2013 to 2014, First Deputy Director of Transportation from 2014 to 2017, and most recently the Director of the Department of Transportation from 2017 to 2022. His work experience will benefit the department and the State; therefore, I support his confirmation.

Thank you for the opportunity to provide testimony.

JOSH GREEN, M.D.
Governor

SYLVIA LUKE
Lt. Governor



SHARON HURD
Chairperson, Board of Agriculture

MORRIS M. ATTA
Deputy to the Chairperson

State of Hawai'i
DEPARTMENT OF AGRICULTURE
KA 'OIHANA MAHI'AI
1428 South King Street
Honolulu, Hawai'i 96814-2512
Phone: (808) 973-9600 FAX: (808) 973-9613

**TESTIMONY OF SHARON HURD
CHAIRPERSON, BOARD OF AGRICULTURE**

BEFORE THE SENATE COMMITTEE ON LABOR AND TECHNOLOGY

**FRIDAY, APRIL 14, 2023
3:00 PM
CONFERENCE ROOM 224 & VIDEOCONFERENCE**

GOVERNORS MESSAGE NO. 515

Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

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

Thank you for the opportunity to testify in support of Gubernatorial Nominee, Jade Butay as Director of the Department of Labor and Industrial Relations (DLIR).

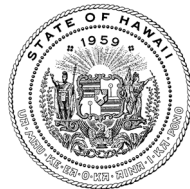
Jade has served in state government since 2011, being appointed to positions of increasing responsibility, most recently as Director of Transportation for 5+ years. His private sector experience will add perspective to his decisions as DLIR Director.

Respectfully requesting your vote to confirm Jade Butay's nomination to serve as the Director, DLIR.

Thank you for the opportunity to testify on this measure.



JOSH GREEN, M.D.
GOVERNOR



LUIS P. SALAVERIA
DIRECTOR

SABRINA NASIR
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
Ka 'Oihana Mālama Mo'ohelu a Kālā
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT

WRITTEN TESTIMONY BY
SABRINA NASIR
DEPUTY DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE

TO THE
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

GOVERNOR'S MESSAGE NO. 515

April 14, 2023
3:00 p.m.
Room 224 & Videoconference

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DIRECTOR,
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL
NOMINEE, JADE BUTAY, FOR A TERM TO EXPIRE AT NOON ON 12-07-2026.

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

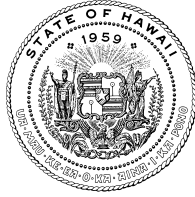
I strongly support the appointment of Jade Butay to the position of Director of the Department of Labor and Industrial Relations (DLIR). I am working with Mr. Butay in my professional capacity as Deputy Director of Finance.

Governor Green's administration shares his priorities of homelessness and housing, the cost of living, climate change, and health care for the people of Hawai'i. We are committed to take action to make the needed changes to move Hawai'i forward.

Mr. Butay is an integral part of a team that is dedicated to achieving the goals of this administration in an honest, transparent, accountable, and responsive manner.

Mr. Butay has been serving as the Director of DLIR since December 2022. Prior to that, he served as the Deputy Director of DLIR from 2013 to 2014, First Deputy Director of Transportation from 2014 to 2017, and most recently the Director of the Department of Transportation from 2017 to 2022. His work experience will benefit the department and the State; therefore, I support his confirmation.

Thank you for the opportunity to provide testimony.



EXECUTIVE CHAMBERS
KE KE'ENA O KE KIA'ĀINA

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA

Testimony of
Josh Green, M.D.
Governor, State of Hawaii

Before the
Senate Committee on Labor and Technology

Friday, April 14, 2023
3:00 p.m.
State Capitol, Conference Room 224 and Videoconference

In consideration of
Governor's Message No. 515

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

I respectfully ask for your favorable consideration of Governor's Message No. 515, the appointment of Jade Butay as the Director of the Department of Labor and Industrial Relations (DLIR).

For over a decade, Jade has served as a dedicated public servant. This includes tenures as the Deputy Director and eventually serving as the Director of the Department of Transportation from 2017-2022. Under his leadership, Jade ensured that the transportation needs of the State and public were being met and successfully led the completion of several legacy airport projects. In addition of his service with the Department of Transportation, Jade also served as the Deputy Director of DLIR from 2013-2014. In this capacity, he helped to advise then-Governor Abercrombie on numerous issues, including economic security, worker productivity, and the achievements of good labor-management relationships.

Jade earned his Master of Business Administration from the F.W. Olin Graduate School of Business at Babson College and earned his Bachelor of Business Administration with distinction from the University of Hawaii at Manoa.

With his proven experience in public service, I am confident that Jade will serve the State well in his capacity as the Director of the Department of Labor and Industrial Relations.

Mahalo for your consideration.

JOSH GREEN
GOVERNOR
KE KIA'ĀINA



KENNETH S. HARA
MAJOR GENERAL
ADJUTANT GENERAL
KA 'AKUKANA KENELALA

STEPHEN F. LOGAN
BRIGADIER GENERAL
DEPUTY ADJUTANT GENERAL
KA HOPE 'AKUKANA KENELALA

STATE OF HAWAII
DEPARTMENT OF DEFENSE
KA 'OIHANA PILI KAUA
OFFICE OF THE ADJUTANT GENERAL
3949 DIAMOND HEAD ROAD
HONOLULU, HAWAII 96816-4495

TESTIMONY ON GOVERNOR'S MESSAGE 515,
RELATING TO GUBERNATORIAL NOMINEE JADE BUTAY

PRESENTATION TO
THE SENATE
COMMITTEE ON LABOR AND TECHNOLOGY

BY

MAJOR GENERAL KENNETH S. HARA
ADJUTANT GENERAL,
DIRECTOR OF HAWAII EMERGENCY MANAGEMENT AGENCY,
AND HOMELAND SECURITY ADVISOR

APRIL 4, 2023

Chair Moriwaki, Vice Chair Lee, and members of the Committee on Labor and Technology.

I am Major General Kenneth Hara, Adjutant General, Director of Hawaii Emergency Management Agency, and Homeland Security Advisor, Department of Defense, State of Hawaii.

I respectfully submit testimony in **SUPPORT of GM515**, relating to the Gubernatorial Nomination of Mr. Jade Butay as Director, Department of Labor and Industrial Relations (DLIR).

Mr. Butay is proven leader who has served in multiple capacities at the most senior levels of our state. He has a broad understanding of state government and operations and was a critical partner during the COVID-19 pandemic, working closely with me, while guiding and directing the Department of Transportation through one of its most challenging periods in history. He provides needed experience and expertise as the state looks to the post COVID-19 era and will provide steady and thoughtful leadership and direction.

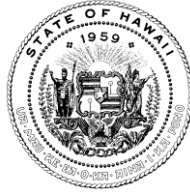
Mr. Butay already has senior experience working at the DLIR, having served previously as its Deputy Director in 2013. He has a clear understanding of the department's operations, functions and challenges and will be able to immediately move the

department forward. Additionally, Mr. Butay has served as the Deputy Director of Administration for the Department of Transportation and has experience and expertise working at the Department of Business, Economic Development & Tourism and at the U.S. Congress. Furthermore, he has over 10 years of experience in the private sector both in and outside of our state, providing a tremendous amount of depth and breadth in managing and leading. This broad foundation of experience at senior levels in the both the public and private sectors will allow him to make insightful decisions and provide fresh direction to our state, while also being able to provide adaptive leadership in situations of uncertainty.

I have known and worked with Mr. Butay as a peer and all my experiences with him have been positive and nothing short of impressive. Mr. Butay is someone I would be honored to serve with and am confident he will be a pillar to help guide and lead our state into the future.

Thank you for this opportunity to testify and for your consideration.

MG Kenneth S. Hara: kenneth.s.hara@hawaii.gov; 808-672-1001.



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII'
OFFICE OF THE DIRECTOR
DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS
KA 'OIHANA PILI KĀLEPA
335 MERCHANT STREET, ROOM 310
P.O. BOX 541
HONOLULU, HAWAII 96809
Phone Number: (808) 586-2850
Fax Number: (808) 586-2856
cca.hawaii.gov

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

SYLVIA LUKE
LIEUTENANT GOVERNOR | KA HOPE KIA'ĀINA

NADINE Y. ANDO
DIRECTOR | KA LUNA HO'OKELE

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

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

Before the
Senate Committee on Labor and Technology
Friday, April 14, 2023
9:45 AM
Conference Room 224

TESTIMONY ON GOVERNOR'S MESSAGE 515 RELATING TO
GUBERNATORIAL NOMINEE JADE BUTAY
DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

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

I strongly support the confirmation of Jade Butay to the position of Director for the Department of Labor and Industrial Relations.

I have known and had the pleasure of working with Mr. Butay for many years in his role as Deputy Director for the Department of Labor and Industrial Relations when I was the Chair of the State Apprenticeship Council. He was always supportive of work force development programs and providing opportunities for our residents to advance their careers and earn better wages. Jade was also Deputy Director and Director of the Department of Transportation and led the state forward through challenging times. Jade Butay has the experience and leadership skills to lead the many diverse and critical responsibilities of the department. In addition, his familiarization in working with

other departments and the Legislature will be invaluable for continuing positive relationships required as the Labor and Industrial Relations Director.

Jade Butay has always demonstrated her willingness to help those in need, is unafraid to tackle the tough issues but most importantly, he is the best person for this position.

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

Thank you for the opportunity to provide testimony.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII
DEPARTMENT OF PUBLIC SAFETY
Ka 'Oihana Ho'opalekana Lehulehu
1177 Alakea Street
Honolulu, Hawaii 96813

TOMMY JOHNSON
DIRECTOR

Melanie Martin
Deputy Director
Administration

Michael J. Hoffman
Acting Deputy Director
Corrections

William F. Oku
Deputy Director
Law Enforcement

No. _____

TESTIMONY ON GOVERNOR MESSAGE NO. 515
SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE
DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS,
GUBERNATORIAL NOMINEE JADE BUTAY

By
Tommy Johnson, Director

Senate Committee on Labor and Technology
Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

Friday, April 14, 2023; 3:00 p.m.
State Capitol, Conference Room 224 & Via Video Conference

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

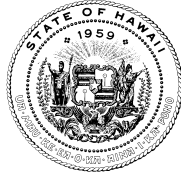
I submit this testimony in strong support of the nomination and confirmation of Jade Butay to be the Director, Department of Labor and Industrial Relations (DLIR). Mr. Butay's in-depth work experience in both the private sector and in state government is ideal for this position. In fact, his previous work experience as the Deputy Director of the DLIR provides him with keen insight and the knowledge needed to successfully lead the DLIR as its next Director.

In addition, to his work experience listed above, Mr. Butay also previously twice served as the First Deputy Director for the Department of Transportation (DOT) before being nominated and confirmed as the Director of the DOT from 2017 – 2022. His experience and knowledge as a senior executive within the Executive Branch are unmatched and provide him with the skill set needed to lead the complex operations of the DLIR.

Thank you for the opportunity to provide testimony support of Governor's Message No. 515 and Mr. Jade Butay.

JOSH GREEN, M.D.
GOVERNOR
STATE OF HAWAII
*Ke Kia'āina o ka Moku'āina 'o
Hawaii*

SYLVIA J. LUKE
LT. GOVERNOR
STATE OF HAWAII
*Ka Hope Kia'āina o ka Moku'āina
'o Hawaii*



KALI WATSON
CHAIRMAN, HHC
Ka Luna Ho'okele

KATIE L. DUCATT
DEPUTY TO THE CHAIRMAN
Ka Hope Luna Ho'okele

STATE OF HAWAII
DEPARTMENT OF HAWAIIAN HOME LANDS

Ka 'Oihana 'Āina Ho'opulapula Hawaii'i

P. O. BOX 1879
HONOLULU, HAWAII 96805

**TESTIMONY OF KALI WATSON, CHAIRMAN
HAWAIIAN HOMES COMMISSION
BEFORE THE SENATE COMMITTEE ON LABOR AND TECHNOLOGY
HEARING ON APRIL 14, 2023 AT 3:00PM IN CR 224**

IN SUPPORT OF

GM 515

for consideration and confirmation as the Director,
Department of Labor and Industrial Relations,
Gubernatorial Nominee, **JADE BUTAY**,
for a term to expire 12-07-2026

April 14, 2023

Aloha Chair Moriwaki, Vice Chair Lee, and members of the Committee:

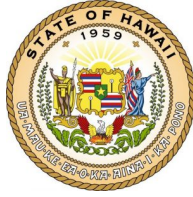
Thank you for the opportunity to provide testimony in support of Jade Butay as the Director for the Department of Labor and Industrial Relations (DLIR).

Mr. Butay's experience as Director of the Department of Transportation and Deputy Director for DLIR will aid in the collaborative efforts necessary for the success of DLIR and the State of Hawaii. Mr. Butay's leadership and management skills are also reflected in his work as the former Founder/CEO of jadeboard and the Vice President of WEBB Construction LLC. Mr. Butay's keen understanding of administrative functions and the tools and training necessary for an efficient work environment will enable strategic direction for DLIR.

DHHL looks forward to working in partnership with Jade Butay and we respectfully ask your committee to advise and consent to this nomination. Thank you for your consideration of our testimony.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT
GOVERNOR



DAMIEN A. ELEFANTE
CHAIR

MELANIE S. MATSUI
MEMBER

MARIE C.L. LADERTA
MEMBER

LABOR & INDUSTRIAL RELATIONS APPEALS BOARD
KEELIKOLANI BUILDING
830 PUNCHBOWL STREET, ROOM 404
HONOLULU, HAWAII 96813
(808) 586-8600
www.labor.hawaii.gov/lirab

April 10, 2023

To: The Honorable Sharon Y. Moriwaki, Chair,
The Honorable Chris Lee, Vice Chair and
Members of the Senate Committee on Labor and Technology

Date: Friday, April 14, 2023
Time: 3:00 p.m.

From: Damien A. Elefante, Chair
Labor and Industrial Relations Appeals Board

Re: Support of GOV. MSG NO. 515

Chair Moriwaki, Vice Chair Lee and members of the Committee on Labor and Technology. I am testifying **in support** of GM 515 for the confirmation of Jade Butay as the Director of the Department of Labor and Industrial Relations.

I have worked with Mr. Butay and witnessed his leadership and management when he was at the Department of Transportation and Department of Labor. He has over ten years of experience working in state government, which has provided him with an inner understanding of the administrative process and procedure of government, which is an asset for the State. His experiences and skills will help and contribute positively for the Department.

Thank you for the opportunity to provide testimony for GM 515 in support of the confirmation of Jude Butay as the Director of the Department of Labor and Industrial Relations.



Testimony of the Oahu Metropolitan Planning Organization

Senate Committee on Labor and Technology

**04/14/2023 3:00 PM
CR 224 & Videoconference**

GM 515

Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

The Oahu Metropolitan Planning Organization (OahuMPO) **supports GM 515, for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY for a term to expire at noon on 12-07-2026.**

The OahuMPO is the federally designated Metropolitan Planning Organization (MPO) on the island of Oahu responsible for carrying out a multimodal transportation planning process, including the development of a long-range (25-year horizon) metropolitan transportation plan, referred to as the Oahu Regional Transportation Plan (ORTP). The OahuMPO encourages and promotes a safe and efficient transportation system to serve the mobility needs of people and freight (including walkways, bicycles, and transit), fosters economic growth and development, and takes into consideration resiliency needs, while minimizing fuel consumption and air pollution ([23 CFR 450.300](#)).

As the Director of the Hawaii Department of Transportation (HDOT) from 2017-2022, Mr. Butay was a key partner to the OahuMPO in ensuring the people of Hawaii are well-served with our multimodal transportation system by making it more resilient, efficient, and safe for all. He understood the need to build a better transportation system that serves the needs for our keiki, kupuna, and all residents of Hawaii including those who primarily walk, bicycle, and use transit. He served the people very well in that role and we are sure he will do the same in his new position at DLIR.

For these reasons, we respectfully request your support of Jade Butay as the Director of the DLIR.

Mahalo for the opportunity to provide testimony on this measure.



HAWAI‘I CIVIL RIGHTS COMMISSION

KOMIKINA PONO KIWILA O HAWAI‘I

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

Friday, April 14, 2023
Conference Room 224 & Videoconference

To: The Honorable Sharon Y. Moriwaki, Chair
The Honorable Chris Lee, Vice Chair
Members of the Senate Committee on Labor and Technology

From: Marcus L. Kawatachi, Executive Director
Robin Wurtzel, Chief Counsel

Re: G.M. 515

Nomination of Jade Butay for Confirmation as Director of Labor and Industrial Relations

The Hawai‘i Civil Rights Commission (HCRC) has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment, housing, public accommodations, and access to state and state funded services (on the basis of disability). The HCRC carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5. The HCRC is attached to the Department of Labor and Industrial Relations (DLIR).

The Executive Director and Chief Counsel support the confirmation of Jade Butay as Director of DLIR. Nominee Jade Butay has extensive experience in public service, and has served prior governors as First Deputy Director of Transportation (2011-2013 and again from 2014-2017) and Deputy Director of the DLIR (2013-2014).

In addition to his administrative experience and leadership, Mr. Butay will bring a strong commitment to civil rights and immigrant rights to the Department, if confirmed. Mr. Butay’s prior experience at DLIR gives him an appreciation and knowledge of the rights and needs of Hawai‘i’s diverse work force.

We urge the Committee and the Senate to approve and confirm the nomination of Jade Butay to be the Director of Labor and Industrial Relations. Thank you for your consideration.

GM-515

Submitted on: 4/11/2023 10:04:31 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

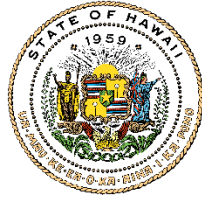
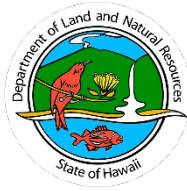
Submitted By	Organization	Testifier Position	Testify
Bow Mun Chin	Testifying for Office of Community Services	Support	Written Testimony Only

Comments:

Director Butay supports of our agency's work to contract and administer program services for Hawaii's low-income, immigrant and refugee populations. Director Butay also supports the OCS' Director's efforts to accomplish these goals by providing guidance and assistance. He has more than once made himself available to OCS staff in our offices just to talk.

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

SYLVIA LUKE
LIEUTENANT GOVERNOR | KA HOPE KIA'ĀINA



**STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAI'I
DEPARTMENT OF LAND AND NATURAL RESOURCES
KA 'OIHANA KUMUWAIWAI 'ĀINA**

P.O. BOX 621
HONOLULU, HAWAII 96809

**Testimony of
DAWN N. S. CHANG
Chairperson**

**Before the Senate Committee on
LABOR AND TECHNOLOGY**

**Friday, April 14, 2023
3:00 PM**

State Capitol, Conference Room 224 and Videoconference

**In Consideration of
GOVERNOR'S MESSAGE 515
SUBMITTING FOR CONSIDERATION AND CONFIRMATION
DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS,
GUBERNATORIAL NOMINEE, JADE BUTAY,
FOR A TERM TO EXPIRE ON 12-07-2026**

Governor's Message 515 submits for consideration as the Director, Department of Labor and Industrial Relations (DLIR), Jade Butay, for a term to expire on December 7, 2026. **The Department of Land and Natural Resources supports this nomination.**

DLNR has had the pleasure of working with Mr. Butay when he served as Director of the Department of Transportation (HDOT). As HDOT Director, he served on the Hawai'i Climate Change and Adaptation Committee. Staff on the Climate Commission said that Mr. Butay contributed often and was very pleasant to work with when he participated in these meetings.

Mr. Butay has a long history of public service, beginning as an undergraduate when he served as a Legislative Assistant for the University of Hawai'i Professional Assembly, working as a budget analyst and legislative coordinator for the Department of Business, Economic Development and Tourism and then as a Congressional Aide to Congressman Abercrombie before going to work in the private sector for thirteen (13) years. In 2011, Mr. Butay returned to public service and served in leadership positions at HDOT and DLIR.

After serving a combined eleven (11) years at DLIR and HDOT Mr. Butay is knowledgeable about the overall functions of state government. This background will ensure a smooth transition as DLIR continues to work on workforce development throughout the state, transitioning to electronic formats across its various functional units and addressing fair working practices in Hawai'i.

Mahalo for the opportunity to provide testimony in support of Governor's Message 515.

DAWN N.S. CHANG
CHAIRPERSON
BOARD OF LAND AND NATURAL RESOURCES
COMMISSION ON WATER RESOURCE
MANAGEMENT

LAURA H.E. KAAKUA
FIRST DEPUTY

M. KALEO MANUEL
DEPUTY DIRECTOR - WATER

AQUATIC RESOURCES
BOATING AND OCEAN RECREATION
BUREAU OF CONVEYANCES
COMMISSION ON WATER RESOURCE
MANAGEMENT
CONSERVATION AND COASTAL LANDS
CONSERVATION AND RESOURCES
ENFORCEMENT
ENGINEERING
FORESTRY AND WILDLIFE
HISTORIC PRESERVATION
KAHOOLAWE ISLAND RESERVE COMMISSION
LAND
STATE PARKS

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

JOVANIE DOMINGO DELA CRUZ
EXECUTIVE DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA
OFFICE OF COMMUNITY SERVICES
830 PUNCHBOWL STREET, ROOM 420
HONOLULU, HAWAII 96813
www.hawaii.gov/labor
Phone: (808) 586-8675 / Fax: (808) 586-8685
Email: dlir.ocs@hawaii.gov

IN REPLY, REFER TO:
OCS 23.1179

April 12, 2023

To: The Honorable Sharon Y. Moriwaki, Chair,
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

Date: April 14, 2023

Time: 3:00 p.m.

Place: Conference Room 224, State Capitol & Videoconference

From: Jovanie Domingo dela Cruz, Executive Director
DLIR – Office of Community Services

Position: Strong Support

Re: G.M. 515 – NOMINATION of JADE T. BUTAY

In my capacity as the Executive Director of the Office of Community Services (OCS), which is an attached agency of the Department of Labor and Industrial Relations (DLIR), I am very pleased to give my **strong support** to the nomination of Mr. Jade T. Butay to the position of Director of DLIR.

I have known Mr. Butay over a period of nearly ten years, beginning when I became a State employee at OCS. It was about the same time that Mr. Butay also became a state employee. Mr. Butay started for the State as First Deputy Director of the Department of Transportation, a position that he held for two years. Then he became Deputy Director of DLIR, which is where I got to know him. He held that position for two years.

Mr. Butay returned to Transportation as Deputy Director there for an additional two years, after which he became Director of that Department, and he held that position through to the end of the Ige Administration. The Department of Transportation has massive roles in our island State, with responsibility over our airports, harbors, and highways. Mr. Butay administered that Department highly effectively.

Now, he is back at DLIR as Director of the Department where I work. Mr. Butay is entirely familiar with the policies, procedures, and mission of the Department of Labor and Industrial Relations. Like Transportation, DLIR also has very broad responsibilities. It provides protection of working people in multiple ways, from occupational safety to workforce development, to protection of employees' legal rights, to unemployment insurance.

Mr. Butay has given leadership and substantial support to OCS. He understands that OCS is at the tip of the spear in helping people who are economically disadvantaged, including immigrants and refugees. One of OCS's key responsibilities is the Grant-in-Aid program. OCS was assigned to be the expending agency for almost all of the grants awarded by the 2022 Legislature. This is a historical workload for OCS; it tripled our last workload before the pandemic. Mr. Butay understands the importance of these grant funds to the non-profit organizations toward fulfilling their individual agency's mission of helping the residents of Hawaii. Because these needs are so important, Mr. Butay and I have been having weekly consultation meetings to make sure we are effectively processing contracts. To date, OCS has executed or is in the process of executing more than two-thirds of the 2022 GIAs. OCS has been able to rely on Mr. Butay for his guidance, knowledge, insights, and assistance. We are constantly working with him to process the remaining grants.

It is on these notes that I respectfully urge the Committee on Labor and Technology to favorably recommend the nomination of Mr. Butay to the entire Senate. Thank you very much for the opportunity to testify.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

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

April 14, 2023

To: The Honorable Sharon Y. Moriwaki, Chair
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

Date: Friday, April 14, 2023

Time: 3:00 pm

Place: Conference Room 224 & Videoconference, State Capitol

From: William Kunstman, Deputy Director
Department of Labor and Industrial Relations (DLIR)

Re: G.M. 515; Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

The DLIR **strongly supports** the confirmation of Jade T. Butay as Director of the department.

Mr. Butay is a dedicated public servant who exercises authentic executive leadership that is open, communicative, and engages the whole department to execute and enable policies and goals sought by the executive, legislature, and the department to better serve and help the people of Hawaii.

His experiences as the Director of the Department of Transportation (DOT) are a testament to his integrity, work ethic and thoughtful leadership when leading a department. Mr. Butay exhibited these qualities when dealing with complex and dynamic emergencies and challenges on a 24/7 basis. During his tenure, "sustainable" was added to the DOT mission statement and four legacy projects as well as other inter-modal system projects were timely completed with this goal in mind.

Previously, he served as Deputy Director with the DLIR and is familiar with its challenges and needs, which will involve pivoting and adapting in the 21st century. Mr. Butay will accomplish this by strategizing retention and recruitment, improving workflow & business processes, and prioritizing information technology programs and systems in a collaborative fashion.

Thank you for the opportunity to provide testimony in strong support of G.M.515.

GM-515

Submitted on: 4/13/2023 10:01:31 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kim Nguyen	Testifying for Department of Labor and Industrial Relations, Human Resources Office	Support	Written Testimony Only

Comments:

Dear Chair Moriwaki, Vice-Chair Lee and Members of the Committee,

I respectfully submit this testimony in support of the Governor's nominee, Jay Butay, for Director of the Department of Labor and Industrial Relations (DLIR).

I have been the Human Resources Officer for DLIR since February 2022 and have had the pleasure of working closely with Mr. Butay since his appointment as Director of DLIR. I have found Mr. Butay to be easy to work with and passionate in doing great things for the DLIR. He always has a “can do” attitude and is an outstanding leader who can lead the DLIR which consists of five (5) attached agencies and nine (9) core divisions of DLIR and employees with diverse culture. Since taking office in December 2022, Mr. Butay has demonstrated a willingness to face difficult issues, to listen and to collaborate. Mr. Butay is an asset to the DLIR in guiding the DLIR’s future and I firmly support his confirmation.

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

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

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

RYAN YAMANE
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

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

Statement of
Ryan Yamane
Deputy Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Friday, April 14, 2023
3:00PM
State Capitol, Conference Room 224

In consideration of
GM 515 Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY for a term to expire 12-07-2026

Chair Moriwaki, Vice Chair Lee, and members of the committee.

I would like to submit my testimony in support for the appointment of Jade Butay for the position of Director of the Department of Labor and Industrial Relations. Mr. Butay has a wealth of knowledge as a former Director of Transportation on issues related to fiscal matters of the department and getting valuable projects completed as funded by the Legislature. I have worked with Acting Director for over 10 years, and he has always shown the dedication and commitment work together, bridging the specifications of the Legislature with the needs of the people.

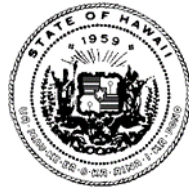
Mr. Butay is a dedicated public servant who displays the highest levels of transparency, accountability, and responsiveness. He has earned the support from his peers and has shown the ability to address various issues that may arise within the department. In the past, Acting Director Butay would take the legislature's priorities and merge them with those of the Administration, striking a key balance of projects that supported all islands and improving the major infrastructures of our State.

Acting Director Butay is a hardworking committed State worker who will help lead the department on major labor and training initiatives. Please consider supporting Mr. Butay as the next Director for the Department of Labor and Technology.

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

AN EQUAL OPPORTUNITY AGENCY

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



CATHY BETTS
DIRECTOR
KA LUNA HO'OKELE

JOSEPH CAMPOS II
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF HUMAN SERVICES
KA 'OIHANA MĀLAMA LAWELAWE KANAKA
Office of the Director
P. O. Box 339
Honolulu, Hawaii 96809-0339

April 13, 2023

TO: The Honorable Senator Sharon Y. Moriwaki, Chair
The Honorable Senator Chris Lee, Vice Chair
Senate Committee on Labor and Technology

FROM: Cathy Betts, Director
Joseph Campos II, Deputy Director

SUBJECT: **Testimony in Support**
G.M. 515, Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY

Hearing: April 14, 2023, at 3:00 pm
Conference Room 224 & Videoconference

We, Cathy Betts and Joseph Campos II, serve as the Director and Deputy Director of the Department of Human Services. We are testifying in **SUPPORT** of Governor's Message 515, Gubernatorial Nominee, Jade Butay, as the Director of the Department of Labor and Industrial Relations (DLIR).

Mr. Butay's background and extensive experience in the private and public sectors qualify him for appointment as Director of DLIR. Mr. Butay has nearly 30 years of experience which is evidence of his service to the State and commitment to the people of Hawaii. Specifically, Mr. Butay has direct experience in the DLIR, having served previously as the Deputy Director.

During the last four months, since December 2022, Mr. Butay has worked to ensure that the Grants in Aid were processed. DHS continues to work closely and collaboratively with DHS, and Mr. Butay has shown himself to be collaborative, responsive, and understands the many needs of Hawaii residents.

DHS supports Mr. Butay's appointment and confirmation to this important role, and we look forward to continuing to work closely with DLIR.

Thank you for allowing us to testify in **SUPPORT** of Governor's Message 515 and Mr. Butay.

JOSH GREEN M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR



STATE OF HAWAII
DEPARTMENT OF TAXATION
Ka 'Oihana 'Auhau
P.O. BOX 259
HONOLULU, HAWAII 96809
PHONE NO: (808) 587-1540
FAX NO: (808) 587-1560

GARY S. SUGANUMA
DIRECTOR

KRISTEN M.R. SAKAMOTO
DEPUTY DIRECTOR

LATE

**TESTIMONY OF
GARY S. SUGANUMA, DIRECTOR OF TAXATION**

TESTIMONY ON THE FOLLOWING MEASURE:

In consideration of G.M. No. 515

Submitting for consideration and confirmation as the Director for the Department of Labor and Industrial Relations, gubernatorial nominee, Jade Butay

BEFORE THE:

Senate Committee on Labor and Technology

DATE: Friday, April 14, 2023
TIME: 3:00 p.m.
LOCATION: State Capitol, Room 224

Chair Moriwaki, Vice-Chair Lee, and Members of the Committee:

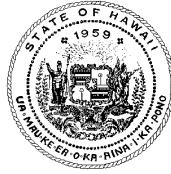
Thank you for the opportunity to offer testimony in support of the confirmation of Mr. Jade Butay as the Director for the Department of Labor and Industrial Relations (DLIR).

I believe that Mr. Butay's leadership experience with DLIR and the Department of Transportation makes him an excellent candidate to lead DLIR. It has been a pleasure getting to know Mr. Butay and working with him over the past several months on legislative bills and on issues related to the building shared by our respective departments. Mr. Butay has demonstrated a high degree of knowledge and professionalism, as well as a practical and collaborative approach to solving problems. There is no question that Mr. Butay is dedicated and committed to lead DLIR and that he will do a great job in that role.

Thank you for the opportunity to provide testimony in support of Governor's Message 515.

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

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

RYAN YAMANE
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

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



Statement of
BRENNA H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Friday, April 14, 2023
3:00PM
State Capitol, Conference Room 224

In consideration of
GM515 Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, Jade Butay, for a term to expire 12-07-2026

Chair Moriwaki, Vice Chair Lee, and the members of the committee.

We support the appointment of Jade Butay to the position of Director of the Department of Labor and Industrial Relations.

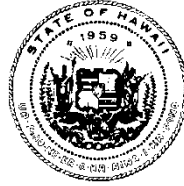
Mr. Butay is well-qualified to serve in this capacity as he has a proven track record of public service. His prior government experience as both a Director and Deputy Director as well as his private sector experience as a management consultant and business owner has afforded him the opportunity to gain extensive knowledge of the labor issues impacting the state.

Since his appointment, I have found Mr. Butay to be collaborative and transparent and I look forward to working with him more closely as we both endeavor to fill jobs and address the needs of the state's workforce.

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

LATE

JOSH GREEN, M.D.
GOVERNOR



HAKIM OUANSAFI
EXECUTIVE DIRECTOR

BARBARA E. ARASHIRO
EXECUTIVE ASSISTANT

STATE OF HAWAII
HAWAII PUBLIC HOUSING AUTHORITY
1002 NORTH SCHOOL STREET
POST OFFICE BOX 17907
HONOLULU, HAWAII 96817

IN REPLY, PLEASE REFER TO:

Statement of
Hakim Ouansafi, Executive Director
Hawaii Public Housing Authority

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Friday, April 14, 2023
3:00 PM – Room 224, Hawaii State Capitol

In consideration of
GM 515
SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, JADE BUTAY, FOR A TERM TO EXPIRE 12-07-2026

Honorable Chair Moriwaki and Members of the Senate Committee on Labor and Technology, thank you for the opportunity to provide testimony in **STRONG SUPPORT** of GM 515, to consider and confirm Mr. Jade Butay as Director of the Department of Labor and Industrial Relations.

I have known Mr. Butay for many years, and I am honored to be working alongside with him in Governor Green's administration. He is an integral part of a team that is committed to addressing the many issues facing our State and I believe that he will be able to effectively fulfill his role through his life experiences and professional expertise.

There is no doubt in my mind that Mr. Butay's hard work ethic and integrity will be great assets to the State of Hawaii, and he will bring a fresh perspective in developing sound and thoughtful policy for generations to come.

Thank you for allowing me to testify in **STRONG SUPPORT** of GM 515. We humbly request your favorable consideration.

BOARD OF WATER SUPPLY

CITY AND COUNTY OF HONOLULU
630 SOUTH BERETANIA STREET
HONOLULU, HI 96843
www.boardofwatersupply.com



April 14, 2023

RICK BLANGIARDI, MAYOR

BRYAN P. ANDAYA, Chair
KAPUA SPROAT, Vice Chair
MAX J. SWORD
NA'ALEHU ANTHONY
JONATHAN KANESHIRO

DAWN B. SZEWCZYK, P.E., Ex-Officio
EDWIN H. SNIFFEN, Ex-Officio

ERNEST Y. W. LAU, P.E.
Manager and Chief Engineer

ERWIN M. KAWATA
Deputy Manager

The Honorable Sharon Y. Moriwaki
and Members
Senate Committee on Labor and Technology
Hawaii State Capitol, Room 224
Honolulu, Hawaii 96813

Dear Chair Moriwaki and Members

**SUBJECT: GM No. 515: Confirming the Nomination of Jade T. Butay to serve
as Director, Department of Labor and Industrial Relations**

The Board of Water Supply (BWS) supports the nomination of Jade Butay to serve as the Director of the State Department of Labor and Industrial Relations (DLIR).

Pursuant to §54-12, Hawaii Revised Statutes, Mr. Jade Butay has ably served as an Ex-Officio Member of the Board of Water Supply from November 2017 to November 2022. The BWS has greatly benefitted from Mr. Butay's knowledge and experience in government operations and administrative matters gained from managing two state departments as Director of the State Department of Transportation and Deputy Director of the Department of Labor and Industrial Relations. Mr. Butay regularly attended the BWS Board meetings and has contributed immensely to the work of our BWS Board and agency, and to the benefit of the people that we serve, the water customers of the BWS.

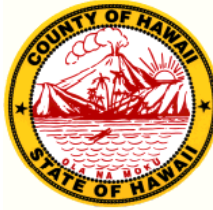
I respectfully request members of the Senate Committee on Labor and Technology vote favorably on his nomination and advancing GM 515 for full Senate confirmation.

Thank you for the opportunity to testify in support of Mr. Jade Butay's nomination to serve as Director of the DLIR.

Very truly yours,

ERNEST Y. W. LAU, P.E.
Manager and Chief Engineer

Mitchell D. Roth
Mayor



Lee E. Lord
Managing Director

Robert H. Command
Deputy Managing Director

County of Hawai'i Office of the Mayor

25 Aupuni Street, Suite 2603 • Hilo, Hawai'i 96720 • (808) 961-8211 • Fax (808) 961-6553
KONA: 74-5044 Ane Keohokalole Hwy., Bldg C • Kailua-Kona, Hawai'i 96740
(808) 323-4444 • Fax (808) 323-4440

April 12, 2023

Chair, Sen. Sharon Y. Moriwaki
Vice Chair, Sen. Chris Lee
Committee on Labor and Technology
Hawai'i State Legislature
415 S. Beretania Street
Honolulu, Hawai'i 96813

Subject: GM515 Consideration and Confirmation of Director, Department of Labor and Industrial Relations; Gubernatorial Nominee, JADE BUTAY
Hearing Date: Friday, April 14, 2023, at 3:00 p.m.
Time/Place of Hearing: Via Video Conference, Conference Room 224

Aloha Chair Moriwaki, Vice Chair Lee, and members of the Committee on Labor and Technology,

On behalf of the County of Hawai'i, I would like to express my staunch support for Mr. Jade Butay, Gubernatorial Nominee for Director of Labor and Industrial Relations.

Mr. Butay's 30 years of professional experience, including 12 years in senior leadership positions at the Department of Transportation and the Department of Labor and Industrial Relations, make him highly qualified to be DLIR Director.

In his previous role as DOT Director, Mr. Butay successfully facilitated long awaited improvements to Hawai'i County's Harbors, Airports, Bridges, and Highways thereby contributing to the economic vitality and safety of our community.

As Mayor, I have worked with Mr. Butay and his DOT team in developing effective responses to the many weather events and natural disasters we face on our island. I expect that same level of service and commitment in his new role as DLIR Director.

I encourage your committee to sincerely consider Mr. Butay's nomination and look forward to his confirmation.

Mahalo,

A handwritten signature in black ink, appearing to read "M. Roth", with a long horizontal flourish extending to the right.

Mitchell D. Roth
Mayor
County of Hawai'i

OFFICE OF THE MAYOR

DEREK S.K. KAWAKAMI, MAYOR

MICHAEL A. DAHLIG, MANAGING DIRECTOR



Testimony of
Derek S.K. Kawakami
Mayor, County of Kaua'i

Before the
Senate Committee on Labor and Technology
April 14, 2023 at 3:00 PM
Conference Room 224 & Videoconference

In consideration of
GM 515 Jade Butay
Director
Department of Labor and Industrial Relations

Honorable Chair Moriwaki, Honorable Vice Chair Lee, and Members of the Committee:

I am honored to write in **strong support** of the nomination of Jade Butay as the State of Hawai'i Director of the Department of Labor and Industrial Relations. I have had the opportunity to work with Mr. Butay over the last decade while he served as First Deputy Director of Transportation, Deputy Director of the Department of Labor and Industrial Relations, and as Director of Transportation while I served as a State Legislator, Councilmember, and Mayor.

With his prior experience, Mr. Butay brings a wealth of expertise and a clear understanding of how to direct the department which ensures that people receive the rights, protections, and benefits of our labor laws. Developing relationships, whether public- private partnerships or between government agencies, has always been important to him. His collaborative style of management will continue to be an asset to the State.

I am confident in Mr. Butay's ability to lead the Department of Labor and Industrial Relations and I respectfully urge you to **Advise and Consent** to his nomination and forward to the full Senate for their consideration.

Mahalo for your consideration.

OFFICE OF THE MAYOR

DEREK S.K. KAWAKAMI, MAYOR

MICHAEL A. DAHILIG, MANAGING DIRECTOR



Testimony of
Michael A. Dahilig
Managing Director, County of Kaua'i

Before the
Senate Committee on Labor and Technology
April 14, 2023 at 3:00 PM
Conference Room 224 & Videoconference

In consideration of
GM 515—Jade Butay
Gubernatorial Nominee for
Director, Department of Labor and Industrial Relations

Honorable Chair Moriwaki, Honorable Vice Chair Lee, and Members of the Committee:

Mahalo for the opportunity to testify in **STRONG SUPPORT** of Jade Butay's nomination as Director of the Department of Labor and Industrial Relations. As a nominee, he is well qualified to fulfill this responsibility given his professional and life experiences, his temperament, and desire to serve.

I have known Mr. Butay in various community capacities for years, particularly with his work as Deputy Director of the Department of Labor and Industrial Relations and as the Director of Transportation. I can attest to his cooperative and collaborative style, intellect, and good character. His experience in understanding how Hawai'i works from these areas of expertise makes his unique skill set an asset to this critical department entrusted with upholding the labor laws in our state.

The Department of Labor and Industrial Relations and the State will undoubtedly be enriched by his service as Director. I have confidence in Mr. Butay's ability to make sound and deliberative choices in managing the protection of the businesses and workers in our state. I respectfully ask this honorable committee to **ADVISE AND CONSENT** to his nomination.

Mahalo for your consideration.

OFFICE OF THE MAYOR
CITY AND COUNTY OF HONOLULU

530 SOUTH KING STREET, ROOM 300 • HONOLULU, HAWAII 96813
PHONE: (808) 768-4141 • FAX: (808) 768-4242 • INTERNET: www.honolulu.gov

LATE

RICK BLANGIARDI
MAYOR



MICHAEL D. FORMBY
MANAGING DIRECTOR
KRISHNA F. JAYARAM
DEPUTY MANAGING DIRECTOR

April 13, 2023

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

SUBJECT: GM 515, Submitting for consideration and confirmation as the
Director, Department of Labor and Industrial Relations, Gubernatorial Nominee,
JADE BUTAY, for a term to expire at noon on 12-07-2026.

Dear Chair Moriwaki, Vice Chair Lee, and Honorable Members of the Senate Committee on
Labor and Technology:

As the Mayor of the City and County of Honolulu, it is my privilege to express my strong
support for the confirmation of Jade Butay as the Director of the State of Hawai'i Department of
Labor and Industrial Relations.

During my two years as mayor, I have had the opportunity to get to know Jade and I
have been impressed by his leadership skills and his eagerness to serve. His experience as
Deputy Director of the State of Hawai'i Department of Labor and Industrial Relations has
provided him with the institutional knowledge required to continue the many vital programs they
provide to the residents of our state.

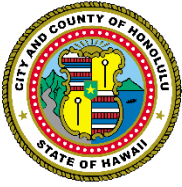
I have full faith in his abilities and I respectfully ask for this Committee's favorable
consideration of Mr. Butay's confirmation as the Director of the State of Hawai'i Department of
Labor and Industrial Relations.

Thank you for this opportunity to testify.

Sincerely,

A handwritten signature in black ink that reads "Rick Blangiardi". The signature is written in a cursive style with a large, prominent "R" and "B".

Rick Blangiardi
Mayor



**ĀLIAMANU-SALT LAKE-FOSTER VILLAGE-AIRPORT
NEIGHBORHOOD BOARD NO.18**

City and County of Honolulu
C/O Neighborhood Commission Office
925 Dillingham Boulevard, Suite 160
Honolulu, Hawaii 96817
Phone: (808) 768-3710 • Fax: (808) 768-3711
Internet: <http://www.honolulu.gov/nco>

BOARD MEMBERS:

CHACE SHIGEMASA, Chair
JOSEPH OMURA, Vice Chair
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LARRY BAIRD
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NICOLE HIND
PATTI IGAWA
DAVID YOMES

April 13, 2023

The Senate Committee on
Labor and Technology
Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair



Aloha Chair Moriwaki & Members of the Committee:

Over the past years, under various administrations of our state government, Mr. Jade Butay has eloquently and steadily represented the administration to our Neighborhood Board. Every concern of the board was answered and acted upon promptly. Mr. Jade Butay's leadership in every role he has held is exemplary. Our great state would benefit from four additional years under his leadership.

The Āliamanu-Salt Lake-Foster Village-Airport Neighborhood Board of the City and County of Honolulu **STRONGLY SUPPORTS** the passage of GM515, the Gubernatorial Nomination of Mr. Jade Butay for Director of the Department of Labor and Industrial Relations.

If you have any questions, please do not hesitate to contact me via phone at 808-722-1757 or by email at chaceshigemasa@gmail.com.

Mahalo,

Chace K. M. Shigemasa
Board Chair



Hawaii Operating Engineers Industry
Stabilization Fund PAC
2181 Lauwiliwili Street
Kapolei, HI 96707
Phone: (808) 845-6221
Website: www.hoeisf.com

April 14, 2023

Senate Committee on Labor and Technology
Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair

TESTIMONY IN SUPPORT

GM515, Nominee Jade Butay for Director of the Department of Labor and Industrial Relations

Aloha Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

Thank you for the opportunity to submit testimony on behalf of the Hawaii Operating Engineers Industry Stabilization Fund Political Action Committee (HOEISF PAC). The HOEISF PAC is a non-profit labor management organization whose core mission is to represent the interests of the Operating Engineers Local Union No. 3 and Hawaii's leading contractors and ensure that the industry is thriving and sustainable for the future.

We are writing in support of Jade Butay's nomination to lead the Department of Labor and Industrial Relations (DLIR). Mr. Butay, with his many years of experience leading state departments (which includes previously serving as the Deputy Director of DLIR), has the experience necessary to be successful in this role. He has served the state well and we believe he will continue to do so as Director of DLIR.

We ask that you please support Jade Butay's nomination.



OPERATING ENGINEERS LOCAL UNION No. 3

2181 LAUWILIWILI STREET, KAPOLEI, HI 96707 • (808) 845-7871 • FAX (808) 682-0906
Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

April 5, 2023

Honorable, Sharon Y. Moriwaki, Senate Committee on Labor and Technology, Chair
Honorable, Chris Lee, Senate Committee on Labor and Technology, Vice Chair
Honorable Members of the Senate Committee on Labor and Technology

RE: SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, JADE BUTAY, FOR A TERM TO EXPIRE AT NOON ON 12-07-2026.

Chair Moriwaki,

My name is Ana Tuiasosopo. I am the District Representative and Trustee for Operating Engineers Local 3. We are the largest construction union in the United States. I and the members of Operating Engineers Local 3 **strongly support GM 515-** Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

Mr. Butay, with his many years of experience leading state departments (which includes previously serving as the Deputy Director of DLIR), has the experience necessary to be successful in this role. He has served the state well and we believe he will continue to do so as Director of DLIR. Our organization looks forward to working him and his staff on key labor issues affecting Hawaii's workforce.

Sincerely,

Ana Tuiasosopo
Hawaii District Representative, Trustee
Hawaii Operating Engineers Local 3



April 5, 2023

Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair
Members of the Committee on Labor and Technology

Re: GM515 – Director, Department of Labor and Industrial Relations
Hearing date – April 14, 2023 at 3:00 p.m.

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

I have known Jade Butay for many years. Jade is a hard-working dedicated public servant of the highest caliber. He is ethical, smart and driven to achieve desired results.

Jade has handled many difficult issues serving in other capacities, including as Director of the Department of Transportation. He is knowledgeable about state government and processes and procedures, and has the experience necessary to take on the issues of the day at the Department of Labor.

Accordingly, I urge favorable consideration of this appointment and an early confirmation.

With Aloha,

Mitchell A. Imanaka
Managing Principal



April 14, 2023

Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair
Committee on Labor and Technology
Hawaii State Capitol, Room 224
Honolulu, HI 96813

RE: In strong support of Governor's Message No. 515 for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

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

I respectfully request your favorable support for Governor's Message No. 515 appointment of Jade Butay as the Director of the Department of Labor and Industrial Relations.

I have had the opportunity to working with Jade from my role as Chief of Staff during the Abercrombie administration while he was the Deputy of Director of Transportation and Department of Labor and Industrial Relations. I was impressed with his work-ethic and dedication to putting forth the mission and directive of any assigned task.

I am happy that he is being recognized for his skills as a leader and being appointed to serve as Director. Based on his years of experience as the Director at Department of Transportation, he is without a doubt well equipped to lead the Department of Labor and Industrial Relations.

Please advise and consent Jade Butay's nomination. Thank you for your consideration of my written testimony.

Respectfully Submitted,

Bruce Coppa
President



April 14, 2023

Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair
Committee on Labor and Technology
State Capitol, Room 224
415 South Beretania Street
Honolulu, HI 96813

RE: In strong support of Governor's Message No. 515 for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

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

I have had the privilege of knowing Jade Butay for over 25 years. My business partner, the late John Radcliffe initially introduced me to Jade. I have followed his career in the public and private sector. He graduated college at the University of Hawaii, and graduated business school at Babson College in Wellesley, Massachusetts, and beyond. His academic path is littered with awards, scholarships, and scholastic honors. The son of immigrants who came to Hawaii to gain employment in our hotels, and who later came to distinguish themselves in our business community, he and his brother and sister, also immigrants to this country, and who have also distinguished themselves, by being outstanding citizens and role models for others.

Jade Butay epitomizes those values that we look for and honor in others. Having been given nothing but the opportunity to strive, he has succeeded in both the private and the public sectors, and we are all fortunate that he has given so much of his life, so far, to the public sector. As a staff member for Congressman Abercrombie and as staff member for Governor Cayetano, in the Department of Business, Economic Development and Tourism, he honed his craft. Later, as Deputy Director of both the Department of Transportation and the Department of Labor and Industrial Relations, he was seen as one of the brightest lights in the Abercrombie

Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair
Committee on Labor and Industrial Relations
April 14, 2023
Page 2 of 2

Administration. He was a First Deputy Director of the Administration in the Department of Transportation then appointed as Director of Transportation by the Ige Administration, and now he is being asked, again, to continue his efforts on behalf of all of us by a fourth Governor.

All four Governors recognized that he is capable, steady, thoughtful, hard working, and especially well schooled. His roots in both the Filipino community and the community at large go deep, and he has brought great credit to those positions that he has held, including the one that Governor Green is appointing him to, with your consent.

Please add my voice to those of others who strongly support this highly qualified public servant.

Mahalo nui loa for the opportunity to testify in strong support of

Jade Butay.

Respectfully Submitted,

G.A. "Red" Morris
President Emeritus



HAWAII LABORERS-EMPLOYERS COOPERATION AND EDUCATION TRUST

650 Iwilei Road, Suite 285 · Honolulu, HI 96817 · Phone: 808-845-3238 · Fax: 808-845-8300

April 7, 2023

To: **State Senate Committee on Labor and Technology (LBT)**

Re: **GM 515, Mr. Jade Butay, Director, Department of Labor & Industrial Relations**

For LBT hearing on Friday, April 14, 2023 at 3:00 pm in Conference Room 224

Aloha **Chair Moriwaki, Vice Chair Lee**, and Distinguished Members of the Senate Committee on Labor and Technology,

The **Hawaii Laborers & Employers Cooperation and Education Trust** (Hawaii LECET) is a labor + management partnership established in 1992 between the 5,000 statewide members of the Hawaii Laborers Union and over 250 construction companies from the *General Contractors Association* and the *Building Industry Association*. The Laborers International is the largest construction trade union in North America, and Hawaii LECET is part of a network of 38 labor-management LECET Funds across the country.

We offer our strong support for GM 515, in the consideration and confirmation of **Gubernatorial Nominee Mr. Jade Butay** for the Director of the Department of Labor and Industrial Relations (DLIR). We have known and worked with Mr. Butay for over 10 years. Mr. Butay has been a skilled administrator at the highest levels, with experience in the areas of finance, transportation, and labor, and we can wholeheartedly endorse his nomination.

Mr. Butay is a proven man of integrity, and is a team player with the ability to work well in diverse environments to bring out the best in people. Having served in the past as the Director of the State Department of Transportation, and as Deputy Director of the Department of Labor, Mr. Butay has both broad and deep knowledge, and the experience to hit the ground running as the State faces a challenging fiscal and workforce environment.

Mr. Butay can be trusted to provide the leadership needed to support the mutual interests of businesses in Hawaii, as well as all the hard-working men and women of our State.

Mahalo,

**Hawai'i Laborers & Employers
Cooperation and Education Trust**

April 14, 2023

Senator Sharon Y. Moriwaki, Chair
Senate Committee on Labor and Technology
Hawaii State Capitol, Room 215
415 South Beretania Street
Honolulu, Hawaii 96813

RE: GOVERNOR'S MESSAGE 515 SUBMITTING FOR CONSIDERATION AND CONFIRMATION TO THE DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, JADE BUTAY, FOR A TERM TO EXPIRE 12-07-2026

Chair Moriwaki, Vice Chair Lee, and honorable members of the Senate Committee on Labor and Technology:

It is my distinct honor to submit this testimony in strong support of Jade Butay for confirmation as Director of the Department of Labor and Industrial Relations (DLIR).

It truly has been an honor and pleasure to work with Jade for more than a decade. He's got a practical sense of how things worked – and how they didn't work. The accomplishments he had as Director of the Department of Transportation during Governor Ige's administration is very impressive. He shepherded an age of infrastructure by completing numerous projects. His record was, frankly, unparalleled.

Jade is well qualified to head up the Department of Labor and Industrial Relations and I urge you to confirm his nomination. I can attest to his deep commitment to public service and to giving his all to the task at hand. He has excellent management skills and brings a wealth of experience to the position.

Moreover, his proven record of accomplishments --coupled with his obvious abilities to work effectively with diverse groups with competing priorities -- have earned him great respect in the public arena.

Mahalo nui loa for this opportunity to testify on behalf of a truly great public servant.

Sincerely,



Steve Choo
Regional Vice President
ABM Industries, Inc.
3049 Ualena Street, 8th Floor
Honolulu, HI 96819



**TESTIMONY OF TINA YAMAKI, PRESIDENT
RETAIL MERCHANTS OF HAWAII
APRIL 14, 2023**

**Re: GM 515 SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DIRECTOR,
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, JADE BUTAY,
FOR A TERM TO EXPIRE AT NOON ON 12-07-2026.**

Good afternoon, Chair Moriwaki and members of the Senate Committee on Labor & Technology. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

The Retail Merchants of Hawaii was founded in 1901, RMH is a statewide, not for profit trade organization committed to the growth and development of the retail industry in Hawaii. Our membership includes small mom & pop stores, large box stores, resellers, luxury retail, department stores, shopping malls, local, national, and international retailers, chains and everyone in between.

We are in support of GM 515 Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

We have known Jade for many years. He has always shown himself to be well spoken, thoughtful, fair, knowledgeable, and an effective leader. With his background, experience and passion in not only business but in the community as well, Jade will be a significant benefit to the Department of Labor.

On a more personal note, I have worked with Jade on various issues throughout the years, especially at the legislature. While we may not always agree on the issues, we have found that he is open to speaking to us and understanding our point of view or how it will affect retail. He has always brought meaningful insight, innovative ideas and never hesitated to express his opinions during discussions. We believe Jade will continue to bring exceptional value and perspective to the State of Hawaii.

Mahalo again for this opportunity to testify in support of Jade.



To: Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair
Members of the Committee on Labor and Technology

Date: Friday, April 14, 2023

Time: 3:00 p.m.

Place: Conference Room 224

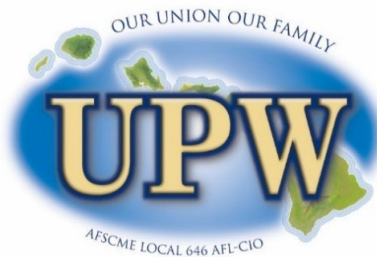
State Capitol, 415 South Beretania Street

[Support for GM 515](#)

Work Injury Medical Association of Hawaii (WIMAH) strongly supports GM 529 for the Gubernatorial Nominee, Jade Butay for his confirmation as the Director, Department of Labor and Industrial Relations. His experience as past DLIR Director will serve him well in this position.

Thank you,

Gary Okamura, MD - President
Work Injury Medical Association of Hawaii



**THE SENATE
THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2023**

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

Friday, April 14, 2023, 3:00 PM
Conference Room 224 and via Videoconference

Re: Testimony in SUPPORT of GM515 – Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

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

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

UPW **supports** Governor’s Message 515, which submits for consideration and confirmation as the Director, Department of Labor and Industrial Relations (“DLIR”), Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on December 7, 2026.

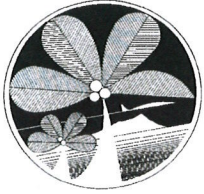
During prior assignments at the Department of Transportation, both as the Director and First Deputy Director, Mr. Butay worked collaboratively with UPW in addressing the concerns of our members. While we did not necessarily agree with all of Mr. Butay’s administrative decisions, we always found him to be fair in administering the provisions of our collective bargaining agreements and willing to understand UPW’s position.

As you know, the relationship between a labor union and an employer is often adversarial. UPW’s past interactions with Mr. Butay prove that both sides can work together on behalf of Hawaii’s public workers. Thank you for the opportunity to provide testimony in support of Mr. Butay’s confirmation.

Sincerely,

Kalani Werner
State Director

AIRLINES COMMITTEE OF HAWAII



Daniel K. Inouye International Airport
300 Rodgers Blvd., #62
Honolulu, Hawaii 96819-1832
Phone (808) 838-0011
Fax (808) 838-0231

Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair
Committee on Labor and Technology

Friday, April 14, 2023
3:00 pm.; Conference room 224

RE: GM 515 Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire on 12-07-2026 – IN SUPPORT

Aloha Chair Moriwaki, Vice Chair Lee and Members of the Committee:

The Airlines Committee of Hawaii (ACH), comprised of 20 signatory air carriers that serve the State of Hawaii, appreciates the opportunity to offer testimony in strong support of the nomination of Jade Butay as the Director of the Department of Labor and Industrial Relations (DLIR).

Mr. Butay has the requisite credentials to serve as Director, gaining valuable experience serving as the First Deputy Director and Director of the State Department of Transportation, and Deputy Director at DLIR. Mr. Butay earned the trust and respect of stakeholders, colleagues and his staff with his collaborative management style, excellent decision making and calm demeanor.

We ask for your favorable action on his confirmation.

Sincerely,

Airlines Committee of Hawaii Executive Committee

A handwritten signature in black ink, appearing to read "B. Baker".

Brendan Baker

A handwritten signature in black ink, appearing to read "Mark Berg".

Mark Berg

A handwritten signature in blue ink, appearing to read "David Sellers".

David Sellers

A handwritten signature in black ink, appearing to read "Randall Fiertz".

Randall Fiertz

A handwritten signature in black ink, appearing to read "Richard Ide" with "A.N." written below it.

Richard Ide

*ACH members are Air Canada, Air New Zealand, Alaska Airlines, All Nippon Airways/Air Japan, Aloha Air Cargo, American Airlines, China Airlines, Delta Air Lines, Federal Express, Fiji Airways, Hawaiian Airlines, Japan Airlines, Korean Airlines, Philippine Airlines, Qantas Airways, Southwest Airlines, Sun Country, United Airlines, United Parcel Service, and WestJet.



Eric W. Gill, Financial Secretary-Treasurer

Gemma G. Weinstein, President

Cade Watanabe, Senior Vice-President

Tuesday, April 11, 2023

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

Re: GM 515

Aloha Chair Moriwaki, Vice-Chair Lee and members:

UNITE HERE Local 5 – a local labor organization representing approximately 10,000 hotel, health care and food service workers throughout Hawaii would like to offer comments in support of GM 515 and the appointment of Mr. Jade Butay as Director of the Department of Labor and Industrial Relations.

As an organization, we have known Mr. Butay for many years now, and in that time have observed first-hand his steadfast commitment towards defending the public's interest. His commitment to Hawaii's diverse workforce is well documented and he has already proven his ability to lead on the department level.

We also know Mr. Butay to be an outstanding member of our community with a distinguished record of community and professional service that is highly needed in State leadership. Our pandemic related experience has given our organization first-hand knowledge of the kind of leadership needed at DLIR – as did so many Legislators, our own Union staff devoted and dedicated countless hours servicing unemployed workers who were at odds with an unresponsive and outdated unemployment system. Our organization is confident that Mr. Butay, if confirmed, will continue to serve in our community's best interest. His long-standing relationship with labor organizations and the business community will continue to serve our State well.

Thank you for your consideration and we ask for your Committee's support of GM 515.



W A I K I K I I M P R O V E M E N T A S S O C I A T I O N

**Testimony of Rick Egged
Waikiki Improvement Association
Before the
The Senate Committee on Labor and Technology
Wednesday, April 14, 2023. 3:00pm
In consideration, of the Nomination Jade Butay to the position of
Director, Department of Labor and Industrial Relations
Governor's Message No. 515**

Chair Moriwaki, Vice Chair Lee and members of the Senate Committee on Labor and Technology. I am Rick Egged, President of the Waikiki Improvement Association. We are in support of GM 515 nominating Jade Butay to serve as Director of the Department of Labor and Industrial Relations.

As the outgoing Director of Transportation Mr. Butay is responsible for numerous legacy projects. The Mauka Concourse Terminal, 250 million, the Daniel K. Inouye International Airport Consolidated Rent-a-Car facility, CONRAC, 370 million, the Federal Inspection Services (FIS) at Ellison Onizuka Kona International Airport, 55 million, the Kahului Airport CONRAC facility, 340 million, and phase one of the Kapalama Container Terminal, the centerpiece of the Harbour Modernization Program, 550 million. Usually an administration is lucky to complete one legacy project during a term. Mr. Butay completed several and these projects helped our economy when we needed it most. Now these projects are foundations that support our economy and facilitate our inter-island travel.

Mr. Butay has also served as Deputy Director of Labor and Industrial Relations in a prior administration, so he already knows this department. He is a hard worker, he works well with others, he's open-minded, and well educated. We are fortunate to have such a qualified individual willing to assume this most important position.

Your consideration to this matter is appreciated in advance.



The Committee on Labor and Technology

April 14, 2023

3:00 PM

Room 224

RE: GM 515, Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, Jade Butay, for a term to expire at noon on 12-07-2026

Attention: Chair Sharon Moriwaki, Vice Chair Chris Lee and Members of the Committee

The University of Hawaii Professional Assembly (UHPA) **supports GM 515**, to confirm the appointment of Jade Butay as the Director of the Department of Labor and Industrial Relations.

Mr. Butay has served as an integral member of the Executive Branch for over a decade. Having served as the Deputy Director for the Department of Labor and Industrial Relations (DLIR), Mr. Butay has the critical operational knowledge and understanding of the Department to uphold and advance its objectives. As both the Director and Deputy Director of the Department of Transportation, Mr. Butay proved himself to be a leader with the bureaucratic experience required to serve as the head of DLIR. Under the Ige administration, Mr. Butay successfully ensured the implementation of the Governor's transportation initiatives, while also providing the essential tools, training, and work environment necessary to increase staff efficiency and keep them safe. We are confident that Mr. Butay will continue to improve the operation and efficiency of the DLIR as its Director.

Mr. Butay is a dedicated and loyal individual, who does not shy away from a difficult task. Mr. Butay's institutional knowledge and work ethic will be invaluable to the implementation of Governor Green's objectives for Hawai'i.

Thank you for the opportunity to provide testimony in strong support of GM 515, to confirm the appointment of Jade Butay as the Director of Labor and Industrial Relations.

Respectfully submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly

University of Hawaii
Professional Assembly

1017 Palm Drive ♦ Honolulu, Hawaii 96814-1928
Telephone: (808) 593-2157 ♦ Facsimile: (808) 593-2160
Website: www.uhpa.org



Testimony in support of GM 515

Jade Butay nomination to be Director of Labor and Industrial Relations

Testimony submitted by Amy Agbayani, co-chair Hawai'i Friends of Civil Rights
Emeritus Assistant Vice Chancellor for Student Diversity and Equity, UH Manoa

Chair Moriwaki, Vice Chair Lee, members Ihara, Keith-Agaran and Favella:

The Hawai'i Friends of Civil Rights is in strong support of the nomination of GM 515 Jade Butay for Director of Labor and Industrial Relations. I am confident he will be a responsible and competent director and ably lead his team to meet the mission of DLIR to serve our state. As co-chair of HF CR and active with civil rights, immigration and workers rights I have strong interest in DLIR's Commission on Civil Rights, Office of Community Service and pro-labor programs and policies. In addition to his work in the private sector, Jade has relevant administrative leadership experience at the Department of Transportation and DLIR. He has excellent qualifications, has integrity, works hard, is inclusive and pro-labor. He will be an excellent DLIR director.

I first met Jade when he was a UH College of Business undergraduate student participant with Operation Manong. I was the Director of Operation Manong, a program to increase the number and success of students traditionally underrepresented in higher education. Over the decades, I have worked with Jade in educational and community programs, outreach to Filipino and other immigrant communities as well as efforts to improve equal access to government services. I have had ample opportunities to observe Jade's work ethic, competence and ability to work effectively and collaboratively. He is a team leader who is honest, humble, transparent, seeks feedback and knows how to lead in a multicultural work environment and community.

Jade is from a working class immigrant Filipino family. His father (who is deceased) worked at the Hyatt hotel and was a member of Unite Here Local 5. His mother and siblings are in the private sector. Jade is active and highly respected in the Filipino community. His life experiences will allow him to contribute his talents and perspectives to lead DLIR.

The Filipino community in Hawai'i (single race and part-Filipino) is now the second largest and one of the fastest growing groups in the state. Currently 25% of the state population or every fourth person in Hawai'i has Filipino ancestry. The Filipino community is a major contributor to the economy such as in agriculture, tourism industry

(e.g. Unite Here Local 5 is well represented by Filipino leaders and members) and health care (doctors, nurses, nurses aides, care homes). They continue to be underrepresented in government and private sector management and as business owners.. Filipinos are now the largest ethnic group in the public schools (23%) but severely underrepresented as public school teachers and administrators. Filipino students are underrepresented in the UH system (14%) and particularly at the Manoa campus (11% undergraduates, 5% graduate students, 2.5% faculty and one Dean).

Although a majority of Filipinos are Hawai'i born and 60% of immigrants are US citizens, Filipino voting levels are low but growing. Filipino representation is excellent in the Senate (7) House (7) and Honolulu City Council (4). Governor Green nominated 3 experienced and highly qualified Filipinos to his cabinet (Betts, Salavera and Butay). Experience and research shows that many outcomes are improved with a diverse group that includes women and groups traditionally excluded in policy development and management. Representation and inclusion are important values in our multi-ethnic state. The Filipino community aspires to contribute our talents to the state. I strongly support Jade Butay, a very qualified Filipino professional to lead DLIR.

I respectfully request you vote for GM 515 nomination of Jade Butay as Director of DLIR

Amy Agbayani, co-chair Hawaii Friends of Civil Rights
Emeritus Assistant Vice Chancellor for Student Diversity and Equity, UH Manoa



CREATE + BUILD + INSPIRE

CONTACT

—
info@kya.design
808.949.7770
Fax 808.946.0334

VISIT

—
934 Pumehana Street
Honolulu, Hawaii 96826
kya.design

April 12, 2023

Committee on Labor and Technology
State Capitol
415 S. Beretania Street
Honolulu, Hawaii 96813

Dear Senator Sharon Moriwaki, Senator Chris Lee and respected authorities.

I am respectfully submitting this written testimony in support of Mr. Jade Butay in his candidacy for Director of Labor and Industrial Relations.

During his tenure as the Director of Transportation, our firm KYA Inc. had the privilege of working with Mr. Butay and his DOT-A team. Under his leadership, the teaming effort at the Airport thrived and many projects were started and successfully completed. It is a record with results that we as a state can be proud of and lays the foundation for many future projects of merit.

Mr. Butay's thoughtful, fair and supportive leadership style are characteristics that will make him a successful Director in the Department of Labor and Industrial Relations. Mr. Jade Butay is a person of integrity, honesty, and ability. It is my pleasure to give my full support for his confirmation.

Sincerely,
KYA Inc.

Carol Torigoe, AIA, LEED AP BD+C
CEO President

MAX J. SWORD & ASSOCIATES, LLC

Government and Community Affairs

P. O. Box 22782 • Honolulu, HI 96823 • 808.927.3700 • mswordconsulting@aol.com

THE SENATE
THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2023

COMMITTEE ON LABOR & TECHNOLOGY
Senator Sharon Y Moriwaki, Chair
Senator Chris Lee, Vice Chair

Friday, April 14, 2023
Room 224, 3:00 PM

GM 515

For consideration of Jade Butay for Director of Labor & Industrial Relations

Chair Moriwaki, Vice Chair Lee and Members of this Committee, my name is Max J Sword, writing in support of Mr. Butay as the Director of Labor and Industrial Relations for the State of Hawaii.

I have known Mr. Butay for a few years, both socially and professionally, as he recently served with me on the Board of Water Supply during a difficult and trying time with the Red Hill issue, along with the global pandemic.

His extensive experience in State government and with his previous role as Deputy Director at DLIR, makes him a strong candidate for this appointment. With his insight and experience into some of the programs of the department, he will be able to hit the ground running.

I fully endorse his confirmation and I urge this Committee to support him for the position of Director of Labor and Industrial Relations.

Mahalo for considering my testimony in support of Mr. Butay.



HAWAII FIRE FIGHTERS ASSOCIATION

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

THE SENATE
THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2023
April 11, 2023

Committee on Labor and Technology

Testimony by
Hawaii Fire Fighters Association

G.M. 515 Submitting for consideration and confirmation the nomination LBT
of **JADE BUTAY** to serve as the Director of the Department of Labor
and Industrial Relations, for a term to expire at noon on 12-07-2026.

The Hawaii Fire Fighters Association (HFFA), Local 1463, IAFF, AFL-CIO, representing more than 2,000 professional active-duty fire fighters throughout the State, supports **Governor's Message 515**, confirming Jade Butay to serve as the Director of Department of Labor and Industrial Relations.

Serving as deputy and director of both the Departments of Transportation (DOT) and Labor and Industrial Relations (DLIR), Mr. Butay possesses the knowledge, skills, and experience to effectuate the charges assigned to the DLIR. Most recently, HFFA worked closely with Mr. Butay at the Department of Transportation on issues concerning and affecting Bargaining Unit 11 – Airport Rescue Fire Fighters – members.

Mr. Butay has always been respectful, attentive, and responsive to the concerns brought to his attention by HFFA on behalf of our members and thoughtful in his decisions with our concerns.

HFFA supports Governor's Message 515 and appreciates your favorable consideration to confirm Jade Butay to serve as the Director of the Department of Labor and Industrial Relations. Thank you for the opportunity to testify.



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION 1260 EMPOWERING THE PACIFIC

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

HEARING DATE: Friday, April 14, 2023
TIME: 3:00 p.m.
PLACE: State Capitol
Conference Room 224

RE: Testimony in **SUPPORT** of Governor's Message 515

Aloha Honorable Chair Moriwaki, Vice Chair Lee, and Members of the Committee;

The International Brotherhood of Electrical Workers Local 1260 (IBEW 1260) and its Business Manager and Financial Secretary, Leroy Chincio, Jr. would like to offer the following testimony in support of Governor's Message 515 ("GM 515").

IBEW 1260, is comprised of nearly 3,500 hardworking union members made up of a diverse workforce that consist of highly skilled and trained individuals working in electrical utility generation, transmission, distribution, and outside construction, as well as government, professional, and broadcast service contracts throughout the State of Hawai'i, in Guam and Wake Island.

IBEW 1260 supports GM515 which submits for consideration and confirmation as the Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire 12-07-2026.

IBEW 1260 believes that Mr. Butay's diverse experience and background in state government as well as the relationships he has managed to develop over his career, provides him with a unique skill set and comprehensive understanding that will assist him in effectively and efficiently leading this very important Department, and successfully fulfilling the goals and objectives of this Administration.

It's with pleasure and confidence that IBEW 1260 stands in support of JADE BUTAY for this appointment. Mahalo for the opportunity to testify.



Testimony before the Senate Committee on Labor and Industrial Relations
Senator Sharon Moriwaki – Chair

Relating to the Nomination of
Jaded Butay, Director, Department of Labor and Industrial Relations

April 14, 2023

Madame Chairperson and members of the Committee:

My name is Jennifer Sabas, and I am pleased to submit testimony in support of Jade Butay to serve as Director of the Department of Labor and Industrial Relations.

Jade is a public servant, with experience at DLIR, having served previously as its Deputy Director. As such, he is familiar with the functions and responsibilities of the Department. His portfolio will be familiar and full. During COVID, we watched the capacity of DLIR – both from a technology and human capital standpoint – stretched to a breaking point. Revamping and upgrading the Unemployment Insurance system is a priority. Then on the other end, being strategic and bullish on the investments to be made in workforce development to fill the many job categories from health, IT to the trades as our community works its way out of the pandemic.

I enjoyed the opportunity to work with Jade at both DLIR and Department of Transportation. He has always been responsive and supportive. I recommend Jade Butay to serve as the Director of the Department of Labor and Industrial Relations fully and without reservation.

Aloha,
Jennifer Sabas
Owner and President
Kaimana Hila



April 14, 2023

The Honorable Sharon Y. Moriwaki, Chair
The Honorable Chris Lee, Vice Chair
Senate Committee on Labor and Technology

Re: GM 515 - Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire 12-07-2026.

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

The Hawaii Medical Service Association (HMSA) appreciates the opportunity to testify in support of GM 515, the confirmation of Jade Butay as the Director of the Department of Labor and Industrial Relations.

Over the past decade, Mr. Butay has selflessly committed himself to serving the State of Hawai'i in various leadership roles and has helped set the strategic direction for the Hawai'i Department of Transportation (HDOT) and DLIR. Jade served as the former Director and Deputy Director of HDOT, ensuring that the transportation needs of the public were being met, and successfully led the completion of four legacy airport projects. Mr. Butay's duties and responsibilities as the Deputy Director for DLIR from 2013-2014 have prepared him well for assuming the role as Director and he will be able to hit the ground running to lead an agency that affects so many people in the State.

Mr. Butay earned an M.B.A. degree from the F.W. Olin Graduate School of Business at Babson College and a B.B.A. in finance and accounting at the University of Hawai'i at Mānoa which have shaped his business acumen and organizational leadership skills.

Thank you for the opportunity to support GM 515. Your consideration of the confirmation of Mr. Jade Butay as the Director of the Hawaii State Department of Labor and Industrial Relations is appreciated.

Sincerely,

Jennifer A. Diesman
Senior Vice President
Government Policy and Advocacy



AIRPORT CONCESSIONAIRES COMMITTEE

Honorable Sharon Moriwaki, Chair
Committee on Labor and Technology
Hawaii State Senate
State Capitol Building
Honolulu, Hawaii 96813

Hearing: April 14, 2023, Room 224

Re: GM 515 – Nomination of Jade Butay

Dear Chair Moriwaki, Vice-Chair Lee and Honorable Committee Members,

The Airports Concessionaires Committee represents the majority of airport concessions that do business at Hawaii's public airports.

We support the nomination of Jade Butay as Director of the Department of Labor and Industrial Relations (DLIR).

Mr. Butay is a knowledgeable and dedicated public servant who is willing to discuss and listen. When he was DOT Director, he always made the time to listen to our concerns and explore problem-solving options .

His past experience and management skills have prepared him well to be the Director of DLIR having served as past DOT Director and Deputy. He's no stranger to DLIR having served in the past as Deputy Director. His educational background in business administration, finance and accounting will be put to good use along with his past experiences as a congressional aide to Neil Abercrombie and his familiarity with our State's legislative processes.

We respectfully urge you to support Mr. Butay's nomination. Any questions, please don't hesitate to contact our Government Affairs Liaison, Jim Stone, at 808-223-7810. Mahalo.



OAHU FILIPINO COMMUNITY COUNCIL (OFCC)

91-1015 Opaehuna St. Ewa Beach, HI 96706

oahu.filcomcouncil@gmail.com

(808)799-6080

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Maribel Tan

Joel Tolentino

My name is Raymond Sebastian and I am the President of the Oahu Filipino Community Council, the federation of Oahu-based Filipino associations. OFCC has been in existence since June 1959, two months before the statehood of Hawaii. In fact, we were organized to prepare the Filipinos once Hawaii becomes a part of a great nation of United States of America.

Historically and in our consciousness, the Filipino immigrants in Hawaii then, and until today, would identify ourselves as Filipino-Hawaiians first, before we would consider ourselves as Filipino-Americans.

On behalf of the Oahu Filipino Community Council, I am writing this testimony in support of Mr. Jade Butay as Director of the Hawaii's Department of Labor and Internal Relations (DLIR). His competence to lead and serve our state has been demonstrated with his impeccable track record when he served as the Director of Department of Transportation under the the immediate past administration, as well as the Deputy Director of DLIR previously.

Our support for Mr. Butay does not only originate from our common ancestry and ethnicity but because he has already proven himself to be an asset of the state. His integrity and honesty are what makes him a great public servant and a leader.

Personally, I have interacted with Mr. Butay on several occasions and I find him sincere, humble and amicable. He takes time to mingle with the members of our Filipino community and despite his busy schedule, he finds time grace our community events whenever he is invited and he has time. He is well respected and definitely earned that respect.

Mr. Jade Butay's affirmation to the position of Director of Department of Labor and Internal Relations would mean that Hawaii would retain a leader who is dedicated, hard working, trustworthy, and with integrity.

Sincerely,

Raymond Sebastian

President



Randy Perreira, President

HAWAII STATE AFL-CIO
Hawaii's Labor Unions

888 Mililani Street Suite 501, Honolulu, Hawaii'i 96813

The Thirty-Second Legislature, State of Hawai'i
Hawai'i State Senate
Committee on Labor and Technology


Testimony by
Hawai'i State AFL-CIO
April 14, 2023

G.M. 515 – Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

The Hawai'i State AFL-CIO is a state federation of 74 affiliate local unions and councils with over 68,000 members across both public and private sectors. We appreciate the opportunity to testify in **support** of the confirmation of Gubernatorial Nominee Jade Butay to the Department of Labor and Industrial Relations (DLIR).

Mr. Butay's education and work experience lend itself to a balanced view of issues that impact labor and management. His previous work as the Director of the Department of Transportation and as the Deputy Director of the DLIR are indicative of leadership experience within state agencies that will afford him a smooth transition into being the Director of DLIR.

We appreciate your favorable consideration of our testimony in **support** of Jade Butay's confirmation.

Respectfully,

Randy Perreira
President

FILIPINOS FOR AFFIRMATIVE ACTION

TESTIMONY IN STRONG SUPPORT OF GM 515

Submitted to
Senate Committee on Labor and Technology
Hawai'i State Capitol, Conference Room 224
April 14, 2023 • 3:00 pm

TO: Chair Sharon Y. Moriwaki
Vice-Chair Chris Lee
Members of the Senate Committee on Labor and Technology: Sen. Les Ihara Jr.,
Sen. Kurt Fevella, and Sen. Gilbert S. C. Keith-Agaran

FR: Agnes Malate, PhD
Filipinos for Affirmative Action

**RE: IN SUPPORT OF GM 515 RELATING TO THE CONSIDERATION AND
CONFIRMATION OF JADE T. BUTAY AS THE DIRECTOR OF THE DEPARTMENT
OF LABOR AND INDUSTRIAL
RELATIONS**

I am proud and honored to testify wholehearted to support Jade Butay's nomination as the Director of the Department of Labor and Industrial Relations (DLIR). I am a member of the Filipinos for Affirmative Action and a Faculty Specialist at the University of Hawai'i at Mānoa (UHM), serving as the Health Careers Opportunity Program Director. I grew up in West Oahu in the former plantation community of 'Ewa Plantation Town and now live in Kapolei.

Jade's accomplishments in the private and public sectors speak for themselves. I am sure others will attest to his competence and qualifications, having served as State Department of Transportation Deputy Director of Administration and Director and Deputy Director of DLIR. I want to provide additional insight into why I support his nomination and ask for your consideration.

I have known Jade for 12 years, worked closely with him on numerous community projects, and collaborated on career and mentoring activities for high school and college students. He has helped with clean-up projects in Varona Village, been a "date" for career exploration "speed dating" events for high school and college students, and participated in the National Federal of Filipino-American Associations (NaFFAA). We have spent many hours discussing the challenges we face as a State and brainstorming on possible solutions, which gave me an understanding of what propelled him to apply the knowledge and experiences he gained as an entrepreneur to public service.

Through our spirited discussions, volunteering, and support of youth education, I have interacted with Jade in a range of situations and observed him in leadership roles and as a member of a team of top-level administrators, community members, and students. Jade brought a different perspective to assess the soundness of an issue, argument, or solution. We do not always agree, but he will listen, consider other ideas, and adjust accordingly. He is fair yet has the courage to take an unpopular stance or make difficult decisions. These are essential traits to have in a leader.

As first-generation college graduates with advanced degrees, we share the transformative power a college degree has had for us, our families, and our communities. It is a privilege that Jade does not take lightly. He appreciates and is driven by his parents' sacrifices for him and his siblings to provide a good life for their children, just like the families in Hawai'i who work multiple jobs and struggle to meet the high cost of living. DLIR oversees divisions critical to the State's workforce and immigrants, including Unemployment Insurance, Workers Compensation, and Office of Community Services. I believe it is crucial in our multicultural community to be inclusive and has competent, experienced Filipino leaders like Jade in the Cabinet.

I appreciate and commend Governor Green for his nomination of Jade Butay to serve as director of DLIR. Jade understands the landscape of our economy, workforce, and the workers' struggles to provide for their families. Although Filipinos are now the second largest ethnic group in Hawaii, the talents and contributions of Filipinos often go unnoticed, and their needs are overlooked. As the co-founder and co-chair of FilCom CARES, a project of the Filipino Community Center (FilCOM) that was organized at the height of the pandemic in 2020 to address the significant impact of COVID-19 statewide, I learned, as many of you have, of how Native Hawaiians, Pacific Islanders, and Filipinos suffered disproportionately in terms of health, loss of jobs, and access to resources. The situation galvanized community groups, both established and grassroots, to act. It was a defining moment for our State to examine and address the root causes of these inequities and take steps to address them. I hope the incremental progress in engaging underrepresented, underserved groups and in finding solutions continues. Jade has been a reassuring presence during the pandemic and is always ready to lend his support. He joined the broadcast of four of our radiothons to discuss the evolving guidance on domestic and international travels.

I am encouraged that Jade's hard work and dedication to improving the lives of our diverse community are recognized, and humbly ask for the Senate Committee on Labor and Technology to confirm his nomination. Thank you for this opportunity to provide testimony.

Although I am an employee of UHM, this testimony reflects my personal position and is not the official position of the University of Hawai'i.



KOBAYASHI SUGITA & GODA, LLP
Attorneys at Law

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Stephen G. K. Kaneshiro
Travis Y. Kuwahara
Ryan D. Louie
Chelsea C. Maja

April 13, 2023

SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Sen. Sharon Y. Moriwaki, Chair, Sen. Chris Lee, Vice Chair

HEARING DATE: Friday, April 14, 2023
TIME: 3:00 PM
PLACE: Conference Room 224

Re: GM 515 - TESTIMONY IN STRONG SUPPORT OF JADE
BUTAY AS NOMINEE FOR DIRECTOR, DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS

Dear Chair Moriwaki, Vice Chair Lee and Committee Members:

I submit this letter in strong support of Jade Butay for the position of Director, Department of Labor and Industrial Relations, State of Hawaii.

I am the former Attorney General of the State of Hawaii, having served under Governor Neil Abercrombie from 2011 through 2014. I have been a practicing lawyer for the past 45 years, since 1978. I served as the President and Director of the Hawaii State Bar Association, Lawyer Representative for the U.S. Court of Appeals of the Ninth Circuit, Northwest Regional Governor of the National Asian Pacific American Bar Association, Vice Chair of the Hawaii Supreme Court Rule 19 Committee on Judicial Performance, Chair and Director of the Aloha Tower Development Corporation, and on numerous Bench Bar Committees. I served as a Co-Vice Chair on the recent Task Force on Civil Justice Improvements, which revised the Civil Rules for Hawaii's Circuit Courts.

I have worked with and observed many Cabinet members, Directors and Deputy Directors of state departments and agencies.

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Sen. Sharon Y. Moriwaki, Chair, Sen. Chris Lee, Vice Chair

April 13, 2023

Page 2

I strongly recommend that you select Mr. Butay for this position. I have known Mr. Butay for the past twelve (12) years. I first met Mr. Butay in 2011 when I served as the Attorney General for the State of Hawaii from 2011-2014. During those years, Mr. Butay served as the Deputy Director of the Department of Transportation and then served as the Deputy Director of the Department of Labor and Industrial Relations. While we served together during the Abercrombie Administration, I had occasion to work with him on issues relating to both of those Departments. In all of my interactions with Mr. Butay, he was always well prepared, intelligent, articulate and reasonable.

Mr. Butay is very well qualified to serve as Director of the Department of Labor and Industrial Relations. In my experience, he understands law and policy from a practical experiential perspective and is familiar with many of the issues that apply to that Department, as he previously served as Deputy Director there.

Mr. Butay is very thoughtful and understands the role of government in making things better for the citizens of Hawaii. He understands the human dimensions of decisions that are made by state government and agencies, so that such decisions address the needs of both government and the people affected.

Mr. Butay has the temperament, demeanor and calmness needed to succeed as Director of the Department of Labor and Industrial Relations. He is calm, measured, never flustered, even-handed, fair, well balanced and unfailingly polite.

Mr. Butay will be an asset to the Administration of Governor Josh Green. I recommend that he be confirmed for this position.

Very truly yours,



DAVID M. LOUIE

for

KOBAYASHI SUGITA & GODA, LLP



Environmental Caucus of
The Democratic Party of Hawai'i

To: The Honorable Sharon Y. Moriwaki, Chair
The Honorable Chris Lee, Vice Chair
Members of the Committee on Labor and Technology

Re: **GM 515 – JADE BUTAY, Director of Labor and Industrial Relations**
Hearing: Friday, April 14, 2023, 3:00 p.m., Conference Room 224 & Videoconference

Position: **Strong support**

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

The Environmental Caucus of the Democratic Party of Hawai'i and its 7,500 members strongly support GM515. This measure seeks the advice and consent of the nomination of JADE BUTAY to the position of Director of the Department of Labor and Industrial Relations.

This Department administers programs designed to increase the economic security, physical and economic well-being, and productivity of workers, and to achieve good labor-management relations, including the administration of workers' compensation, employment security, apprenticeship training, wage and hour, and industrial relations laws. This Department also develops, prepares, and disseminates information on employment, unemployment, and general labor market conditions. Mr. Butay would be an excellent director of labor and industrial relations.

Jade Butay's knowledge and experience as Deputy Director of this Department in 2013-2014; preceded and followed by his knowledge and experience as First Deputy Director of Transportation in 2011-2013, and holding this position again in 2014-2017, and most recently serving as Director of Transportation from 2017-2022, make him a prime candidate to lead the Department of Labor and Industrial Relations.

Please vote favorably to confirm his nomination as he is well qualified for this Directorship position.

Mahalo nui loa,

/s/ Melodie Aduja
Co-chair, Environmental Caucus
Democratic Party of Hawaii



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

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

Testimony by
Hawaii Government Employees Association

April 14, 2023

GM 515 SUBMITTING FOR CONSIDERATION AND CONFIRMATION
AS THE DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS,
GUBERNATORIAL NOMINEE, JADE BUTAY, FOR A TERM TO EXPIRE 12-7-2026.

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the nomination of Jade Butay as the Director for the Department of Labor and Industrial Relations (DLIR).

For over a decade, Mr. Butay has dedicated his career to public service. Mr. Butay has served in various roles in state government and most recently, served as the Deputy Director and Director of Transportation (DOT) under Governor David Ige. Prior to joining the DOT, Mr. Butay served as the Deputy Director for the DLIR, and worked with Governor Neil Abercrombie on addressing key labor issues that faced our state. With Mr. Butay at the helm for the DLIR, we are confident that he will be able to address the workforce needs of our state and deliver on core services that the people of Hawaii deserve.

We offer our support and endorsement of Jade Butay's nomination as the Director for the Department of Labor and Industrial Relations and ask the favorable consideration of your committee for his candidacy.

Respectfully submitted,

Randy Perreira
Executive Director

720 N. King St
Honolulu, HI. 96817



Contact@weareoceania
(808)754-7303

April 13, 2023

My Name is Josie Howard, CEO of the Non-Profit Organization called, We Are Oceania (WAO). I am writing in support of the appointment of Mr. Jade Butay to the position, State of Hawai'i Department of Labor and Industrial Relations director. This is a very critical position, because the Department of Labor and Industrial Relations is the engine of the economy in Hawai'i. Without a thriving workforce, our economy is in trouble.

The department needs a highly qualified, experienced and dedicated director to the mission of DLIR to increase the economic well-being of Hawaii's workforce. It needs a person who understands and have first-hand experiences as member of a working-class, who understands the importance of DLIR mission to support Hawaii workers.

With experience in both Government and Private Sector, Mr. Butay has over a decade demonstrating his competence to lead and serve our state as Director and Deputy for the Department of Transportation and Deputy Director of DLIR, and management experiences in private sector work.

He is known to be a man of integrity, honesty, and he communicates clearly, listens carefully, and works collaboratively with colleagues, employees and others. He is active in the Filipino community, and consistently mentors youth, and is highly respected in the Filipino community for his leadership and service. Filipinos are now the 2nd largest ethnic group in the state and every fourth person in the state has Filipino ancestry. I feel it is important in a multi-ethnic/multi-cultural community to be inclusive and for the Cabinet to include competent Filipino leaders such as Jade Butay.

As a CEO of an emerging non-profit in Kalihi, helping our newest migrant community the, Micronesians, who are legal to work in Hawaii, I highly support the appointment of Jade Butay to the position of Director of Labor, and Industrial Relations for the state of Hawai'i.

Sincerely,

Josie Howard



*Dr. Nancy Atmospera-Walch, CEO & CNO
DNP, MPH, MCHES, LNHA, CCHN, CMC, BSN, RN*

THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2023

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

NOTICE OF HEARING

DATE: Friday, April 14, 2023
TIME: 3:00 PM
PLACE: Conference Room 224 & Videoconference
State Capitol
415 South Beretania Street

From: Dr. Nancy Atmospera-Walch, DNP, MPH, MCHES, LNHA, CCHN, CMC, BSN, RN, FAAN
President, ADVANTAGE Health Care Provider and President, AIM Healthcare Institute

Good Afternoon, Senator Chair Moriwaki, Senator Vice Chair Lee, and to All of You, Honorable Members of the Committee On Labor and Technology:

I am Dr. Nancy Atmospera-Walch, President, and the Chief Nursing Officer of Advantage Health Care Provider. This private company provides services to one of our most vulnerable populations, the Intellectually and Developmentally Disabled (I/DD), on Oahu, Maui, and Kauai islands.

As a Business Owner, an Employer, and a Leader in the Filipino Community, I am in STRONG Support of GM 515, which is the confirmation of the Gubernatorial Nominee, Jade Butay, as the Director of the Department of Labor and Industrial Relations (DLIR), which will expire at noon on 12/07/2026.

I had known Mr. Butay for quite a while through the different community organizations and when he was the Director of Transportation during Governor Ige's term. Mr. Butay is highly qualified, experienced, and dedicated to the mission of DLIR to increase the economic well-being of Hawaii's workforce.

For over a decade, he has shown his competence to lead and serve our state as Director of the Department of Transportation and Deputy Director of DLIR. He also has very diverse management experience working in the private sector. Through the years, he has demonstrated integrity, honesty, clear communication, active listening, and working collaboratively with colleagues, employees, and

Providing the very best Quality Care to the "Special Population, the Intellectually and Developmentally Disabled (I/DD), is Our Business

Century Square ♥ 1188 Bishop Street, Suite 2502 ♥ Honolulu, Hawaii 96813 U.S

Phone: Cell: (808) 778-3832 ♥ Office: (808) 525-8888 ♥ Fax: (808) 525-8885

dr.nancy@advantagehealth.care ♥ www.advantagehealth.care

others. His work in the Filipino community showed these virtues through various actions, such as mentoring the youth and leading diverse community activities and organizations.

Filipinos are now the 2nd largest ethnic group in the state, and every fourth person has Filipino ancestry. As an immigrant, I feel it is crucial in a multiethnic community to be inclusive and for the Cabinet to include competent Filipino leaders such as Mr. Butay. Mr. Butay comes from a working-class immigrant family from the Philippines and understands the importance of DLIR's mission to support Hawaii workers.

Mr. Butay graduated from public schools and received his Bachelor of Business Administration Degree with distinction from the University of Hawaii Manoa and his Master of Business Administration from Babson College, The F.W. Olin Graduate School of Business in Wellesley, MA.

I respectfully request your support to confirm Mr. Butay's appointment as the Director of the Department of Labor and Industrial Relations.

Thank you for this opportunity to provide my testimony.

Respectfully submitted,



*Dr. Nancy Atmospera-Walch, CEO & CNO
DNP, MPH, MCHES, LNHA, CCHN, CMC, BSN, RN, FAAN
Adjunct Professor University of Hawai'i Manoa
Nancy Atmospera-Walch School of Nursing
DHS-Approved RN Evaluator - CNA Option B
AHRQ TeamSTEPPS Master Trainer
"Excellence in Health Care Quality is Our Standard"
President & CEO - ADVANTAGE Health Care Provider (AHCP)
President, AIM Healthcare Institute (AIM HI)
President, Hawaii American Nurses Association, Official Constituent State Nursing Association
of the American Nurses Association with 4.4 million RN members nationwide*



HAWAI'I LODGING & TOURISM
A S S O C I A T I O N

Testimony of
Mufi Hannemann
President & CEO
Hawai'i Lodging & Tourism Association

Senate Committee on Labor & Technology
Governor's Message 515
April 14, 2023

Chair Moriwaki and members of the Committee, mahalo for the opportunity to submit testimony on behalf of the Hawai'i Lodging & Tourism Association—the state's oldest and largest private sector visitor industry organization.

The Hawai'i Lodging & Tourism Association—nearly 700 members strong, representing more than 50,000 hotel rooms and nearly 40,000 lodging workers—**strongly supports Governor's Message 515 and the appointment of Mr. Jade Butay to serve as director of the State Department of Labor & Industrial Relations.**

Mr. Butay's resume speaks to his commitment to public service and the wealth of institutional knowledge he possesses—two traits that will serve him well as DLIR director.

We previously worked with Mr. Butay and members of his team during his tenure at the State Department of Transportation and found him to always be engaging and open to our input and ideas. Throughout his time in public service, he has also established strong relationships across State and county government and has extensive experience navigating the bureaucratic process.

We feel that he will ably lead DLIR and we look forward to working with him and his team to further HLTA's workforce development initiatives that were established during the previous administration.

Our discussions with him thus far indicate that, as the lead for the Green Administration in this important area, he is anxious to help the Legislature and collaborate with private industry to reach our mutual goals.

Mahalo for the opportunity to provide this testimony.



National Alliance for Knowledge, Empowerment, and Meaning

The LBT Committee

Subject: In Strong Support of 515 GM

Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, MR. JADE BUTAY, for a term to expire at noon on 12-07-2026.

This is to express our strong support for the consideration and confirmation of Mr. Jade Butay as Director of the Department of Labor and Industrial Relations.

Even in previous administrations, Mr. Butay has outstanding record of public service and has represented the immigrant community. His work with our various communities even when he was still a student is a testament to how he understands the very mission of labor and industrial relations, realities that have impact in the life of the state.

He will certainly put public interest first. You have in him a reliable government worker and who will make all our people of the state proud.

Thank you for being so considerate of this statement of strong support.

A handwritten signature in black ink, appearing to read "Aurelio Solver Agcaoili". The signature is fluid and cursive, with a long horizontal stroke at the beginning.

Aurelio Solver Agcaoili, PhD
President

nakemconferences@gmail.com

94-390 Hoaeae Street
Waipahu, HI 96797



**HAWAII MASONS' AND PLASTERERS' UNIONS
STABILIZATION FUND**

2251 North School Street | Honolulu, Hawaii 96819
Phone: (808) 452-0350 | Fax: (808) 452-1063



Uploaded via Website

TO: THE HAWAII STATE SENATE COMMITTEE ON LABOR AND TECHNOLOGY

SUBJECT: Testimony in **STRONG SUPPORT** of GM 515 for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

DATE: Friday, April 14, 2023
TIME: 3:00PM

Aloha Chair Moriwaki, Vice Chair Lee, and members of the Hawaii State Senate Committee on Labor and Technology:

I have known Mr. Butay for over a decade and am deeply impressed by his integrity and professionalism. He is well versed in all aspects of public administration and has extensive executive experience. Mr. Butay is a diligent professional that pays attention to details and can identify when a problem may exist and propose appropriate solutions.

DLIR is responsible for ensuring and increasing the economic security, well-being, and productivity of Hawai'i's workers Mr. Butay's broad range of experience and his demonstrated commitment to the community will be beneficial to the Department and to the State.

We strongly believe that Mr. Butay is an asset to the Department, and we are grateful for his willingness to serve.

Thank you for the opportunity to share our support for GM822.

Michael R. Yadao
Executive Director



HAWAII CARPENTERS APPRENTICESHIP & TRAINING FUND

April 13, 2023

Testimony in Support of Director Jade Butay (GM 515)

From: Edmund Aczon, Executive Director
Hawaii Carpenters Apprenticeship & Training Fund

Actions speak louder than words and Director Jade T. Butay of the State of Hawaii Department of Labor and Industrial Relations (DLIR) has been a testament of that. With his lengthy and admirable past successes, including overseeing 15 airports, 10 harbors, 2,500 miles of highways, and 2,600 employees, along with his team at the State Department of Transportation (HDOT), several projects were completed that will continue to, and has left, an everlasting and positive impact on the State of Hawaii and visitors to our beautiful islands. Being no stranger to the title of Director, as Director Jade Butay has held various leadership positions in the private sector and State government, The Hawaii Carpenters Apprenticeship & Training Fund fully supports the confirmation of DLIR, Gubernatorial Nominee, Director Jade Butay, for a term to expire at noon on 12-07-2026.



HAWAII WORKERS CENTER

Defending and Respecting the workers of
Hawaii'i

LATE

(503) WORKERS ☎

(503) 967-5377 📞

hawaiiworkerscenter@gmail.com ✉

hawaiiworkerscenter.org 🌐

April 13, 2023

Hawaii State Senate
Committee on Labor and Technology
Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

Executive
Committee of the
Board

Rev. Sam Domingo
Board Chair

Mary Ochs
Vice President

Dr. Arcelita Imasa
Secretary

John Witeck
Treasurer

Board Members

Yoko Liriano

Nanea Lo

Innocenta
Sound-Kikku

Ray Catania

Justin Jansen

Marites Uy

Leyton Torda

Robyn Conboy

Co-Executive
Directors

Tony Doroño

Sergio Alcubilla III,
Esq.

RE: GM 515 Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY

Dear Chair Sen. Moriwaki, Vice-Chair Sen. Lee, and Members of the Committee on Labor and Technology:

The Hawaii Workers Center envisions a Hawaii in which all workers are empowered to exercise their right to organize for their social, economic and political well-being. It is a resource of information, education, training and organizing for Hawaii's low-wage and immigrant workers.

The Hawaii Workers Center stands in strong support of Gubernatorial Nominee, Mr. Jade Butay for confirmation as the Director of the Department of Labor and Industrial Relations (DLIR).

We believe Mr. Butay's life experience as a Filipino immigrant from a working class family will help guide him in overseeing the many programs and offices under the Department of Labor and Industrial Relations, especially the Office of Community Services and the Unemployment Insurance program.

At the height of the pandemic when the DLIR decided to provide only remote services, so many working class residents with limited English proficiency, were unable to navigate the confusing unemployment insurance system on their own. The Hawaii Workers Center was at the forefront in pushing for the safe reopening of DLIR in-person services to help those struggling with our outdated UI system. We are confident that together with Mr. Butay's professional and personal experience, we are better prepared to avoid such a disaster in the future.

Thank you for this opportunity to testify in support of Mr. Jade Butay's nomination and we look forward to working with Mr. Butay on many of the issues under the DLIR's purview, from paid family leave to ending the sub-minimum wage/tip penalty.

Sincerely,

Sergio J. Alcubilla
Executive Director



LATE

P.O. Box 253, Kunia, Hawai'i 96759
Phone: (808) 848-2074; Fax: (808) 848-1921
e-mail info@hfbf.org; www.hfbf.org

April 14, 2023

HEARING BEFORE THE
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

TESTIMONY ON GM 515

Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026

Conference Room 224 & Videoconference
3:00 PM

Aloha Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

I am Brian Miyamoto, Executive Director of the Hawai'i Farm Bureau (HFB). Organized since 1948, the HFB is comprised of 1,800 farm family members statewide and serves as Hawai'i's voice of agriculture to protect, advocate and advance the social, economic, and educational interests of our diverse agricultural community.

The Hawai'i Farm Bureau strongly supports the confirmation of Jade Butay as the Director of the Department of Labor and Industrial Relations.

HFB has had the opportunity to work with Mr. Butay while he served as the Director of the Department of Transportation and as the Deputy Director at the Department of Labor and Industrial Relations. We have found him to be exceptionally qualified, dedicated, honest, and fair in his handling of the many complicated issues tackled by these governmental bodies. Mr. Butay's experience in both the public and private sectors makes him an ideal candidate for the position of Director of the Department of Labor and Industrial Relations.

We are confident that Mr. Butay is the right person for this position. His experience, expertise, and dedication will be an asset to the Department of Labor and Industrial Relations and the State of Hawai'i.

Please accept our strong support for Mr. Jade Butay as the Director of the Department of Labor and Industrial Relations.

Testimony of

Min Meng

to the

Senate Committee on Labor and Technology

Friday, April 14, 2023

3:00 PM

State Capitol, Conference Room 224

In consideration of

GM 515

Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, Jade Butay, for a term to expire on 12-07-2026.

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

As the DOTAX Administrative Services Officer, I strongly support the appointment of Jade Butay as the Director of the Department of Labor and Industrial Relations.

I respectfully ask for Mr. Butay's confirmation as the Director of the Department of Labor and Industrial Relations. Thank you for the opportunity to testify.

GM-515

Submitted on: 4/5/2023 9:19:39 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
William Oku	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Sen. Moriwaki, Vice Chair Sen. Lee, and members of the Committee on Labor and Technology,

I strongly support the consideration and confirmation of Jade Butay to serve as the Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to comment.

GM-515

Submitted on: 4/5/2023 1:26:47 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pankaj Bhanot	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Moriwaki, Vice Chair Lee, and members of the Senate Committee on Labor and Technology, my name is Pankaj Bhanot and I am submitting this testimony as an individual in strong support of GM 515 submitted by the Governor for consideration and confirmation of Mr. Jade Butay as the Director of Department of Labor and Industrial Relations (DLIR), for a term to expire at noon on 12-07-2026.

Mr. Butay has served our great Aloha State with distinction for over twelve (12) years in various executive leadership positions within the Executive Branch, most recently as the Director of the Department of Transportation. Jade has the professional experience, education, knowledge, skills, abilities, and the lived experience to serve as the Director of DLIR honorably and competently.

Jade has provided advice and counsel to the Governors, executive heads, and legislative leadership on the matters of labor and industrial relations, transportation, procurement, contracts, financial transactions, budget, regulatory compliance, strategic planning, business operations and organizational culture.

I have known Jade personally and professionally since January 2011 when we both joined then Governor Neil Abercrombie’s cabinet as Deputy Directors. We also served as Deputy Directors and Directors under the former Governor David Ige. Throughout my interactions with Jade, from 2011-present, I found him to be knowledgeable, professional, fair, warm, kind, and deeply rooted in a strong belief that we must keep “Aloha Spirit” and well-being of Hawaii’s residents, businesses, and public servants in our minds when we make policy and operational decisions.

For the foregoing reasons, I request the Senate Committee on Labor and Technology to unanimously recommend my dear friend and former colleague Mr. Jade Butay as the Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to support GM 515.

GM-515

Submitted on: 4/5/2023 6:24:45 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Vanessa Kop	Individual	Support	Written Testimony Only

Comments:

Testimony in support of GM 515 : Jade Butay for Director of Labor and Industrial relations

Testimony submitted by Vanessa Kop,

Past President, Filipino Chamber of Commerce of Hawaii

Past President, Hawaii Chinese Association

vkop@cbi-hawaii.com

Aloha Chair Sen. Sharon Moriwaki, Vice Chair Sen. Chris Lee and Committee members:

I am Vanessa Kop, Past President of the Filipino Chamber of Commerce of Hawaii. The FCCH's 63 year history gathers civic minded group of Filipino Businessmen and women and as a group, we would like to express our Strong support for consideration and confirmation of Jade Butay as the Director of Department of Labor and Industrial Relations.

I collaborated with Jade Butay during our 2017 Filipino Chamber of Commerce of Hawaii's Goodwill and Trade Mission to the Philippines from October 14 to 22, 2017.

Jade was part of our planning committee and throughout the whole mission, Jade have demonstrated the highest standards of professionalism and work ethics and have gone far beyond what we could have expected from a purely business relationship—he has become a good friend.

During the Trade Mission, he has Hawaii's best interest in mind. Speaking for the Filipino Chamber of Commerce and the delegates of the 27th Goodwill and Trade Mission,

Jade with the MMDA (Metropolitan Manila Development Authority), PAL (Philippine Airlines), NDRMMC (National Disaster Risk Reduction and Management Council explored various possibilities of working together on transportation matters. Jade also met with the Management

of Ninoy Aquino International Airport in the Philippines and the Cebu Port authority to establish an amicable relationship.

Born in Ilocos, Philippines but immigrated to the United States with his parents and siblings, A Radford high school alumnus, Jade earned his bachelor's and master's degree in business at University of Hawaii at Manoa. Jade worked hard from the ground up to be where he is today. From working as a deputy Director for the Department of Labor and Industrial relations, Interim Director of the Department of transportation to Director of Transportation and various other leadership positions in the private sector, Jade has been diligently working towards projects that benefits the Hawaii community.

I am optimistic that Jade Butay is the suitable choice and hope that the senate feels the same and confirm his nomination as the Director of the Department of Labor and Industrial relations. I appreciate the opportunity to testify. Mahalo nui loa.

GM-515

Submitted on: 4/5/2023 11:17:48 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Eduardo Manglallan	Individual	Support	Written Testimony Only

Comments:

Thank you for the opportunity to testify in support of GM 515. I have known Mr. Jade Butay for over 17 years. I first met Jade as finish carpentry sub-contractor when I was the Construction Manager for a global developer at Schofield Barracks building new quality homes for our servicemembers and dependents. Jade followed the terms of the contract and delivered completed homes ontime and within contract award cost. I also had a professional working relationship with Jade when I was the Deputy Director for the City & County of Honolulu Department of Facility Maintenance when dealing with roads, sidewalks, streams and related storm water drains. Jade strives for a win/win, does his homework and follows through until the issues are resolved. I also served as the Deputy Director at State DOT Harbors while Jade was the Director, State DOT from December 2021 until December 2022. Jade was a proactive boss and treats everyone fairly with human values, renders respect, analytical and uses his God given talents to review facts before rendering a decision. Without a doubt, I'm certain that Jade will continue to perform well as the Director of the State Department of Labor and Industrial Relations.

Thank you.

Alison Ueoka
1003 Bishop Street, Suite 2010
Honolulu, Hawaii 96813

Senate Committee on Labor and Technology
Friday, April 14, 2023
3:00 p.m., Room 224

Support for GM 515, Jade Butay
Director, Department of Labor and Industrial Relations

Good afternoon Chair Moriwaki, Vice Chair Lee, and members of the Committee. My name is Alison Ueoka and I am testifying today in support of Jade Butay.

Jade is a personal friend of mine and I have known him for about 20 years. Although soft-spoken, Jade is a thoughtful and strong person. I know that Jade's parents made education and personal character a high priority and Jade certainly exhibits these traits. Through the years, I have interacted with Jade and observed him in personal and professional environments and he is always polite, thoughtful, reliable and steady. I have worked with him when he was a deputy at the Department of Labor and found him to be responsive and that he understood the issues. I also observed him as Director of Transportation during particularly difficult times as one of his early tasks as Director was to oversee the remediation and repair of the Pali tunnel after a large landslide. He was available to the media to inform the public of road closures and scope of work and he worked tirelessly day and night to make sure people were able to access employment and work to and from the Windward side.

Now, as Jade is again at the Department of Labor and Industrial Relations but as Director, I am confident in his ability to not only run the Department, but to navigate the state system and move the department in a forward direction.

Thank you for the opportunity to testify.

April 14, 2023

Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair
Committee on Labor and Technology
Hawaii State Capitol, Room 224
Honolulu, HI 96813

RE: In strong support of GM 515 for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

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

I respectfully request your favorable support for GM 515 appointment of Jade Butay as the Director of the Department of Labor and Industrial Relations.

I have known Jade for many years both personally and professionally. He is a highly qualified individual who has experiential knowledge from the previous two administrations. Under the Abercrombie Administration, he was a First Deputy Director of the Administration in the Department of Transportation, where I worked with him in my capacity as a partner in a local architectural firm.

He also served as Deputy Director of the Department of Labor and Industrial Relations prior to returning to serve as a Director of Transportation under the Ige Administration. His familiarity with DLIR, its mission and challenges will serve the state well.

I respectfully ask your committee to advise and consent the nomination of Jade Butay as Director of the Department of Labor and Industrial Relations. Thank you for your consideration of my written testimony.

Sincerely,

Ross Yamasaki

Testimony in opposition to confirming Jade Butay as the Director of LIR.

I submit in OPPOSITION to Jade Butay's confirmation as the Director of the Department of Labor and Industrial Relations. Mr. Butay as the DOT Director did not support me as the Deputy Director for Harbors Division in attempts to improve the organization and manage personnel problems, never addressed unfounded grievances against me in a timely manner, allowed bad actors in Harbors Division to run amuck or was afraid to deal with the notorious Administrator, and stated to me on a couple of occasions that we are just "CARETAKERS" and here to just make sure nothing goes wrong, as opposed to taking advantage of the opportunity to improve the agency.

I do not believe that Mr. Butay would serve the State of Hawaii well in the capacity as Director of LIR.

GM-515

Submitted on: 4/6/2023 6:09:46 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Hoyt Zia	Individual	Support	Written Testimony Only

Comments:

I fully support Jade Butay. I served on the HART board with him and found him to be a person of great integrity, intelligence, diligence and collegiality. We need people like him serving the public!

April 7, 2023

Senator Sharon Y. Moriwaki, Chair
Senate Committee on Labor and Technology
Hawaii State Capitol, Room 215
415 South Beretania Street
Honolulu, Hawaii 96813

Chair Moriwaki and respective committee members of the Senate Committee on Labor and Technology,

It is my privilege to submit my testimony in strong support of the nomination of Jade Butay for the position of Director of the Department of Labor and Industrial Relations (DLIR).

I have known Jade for over 15 years as we were both parishioners at Holy Family Catholic Church. He is caring, hardworking, and delivers results. When I first met Jade, Holy Family Catholic Church was neglected and in need of much repair. We tried to do what we could by volunteering to clean the church every two weeks and serving on the Parish Council. Although Jade was busy with his demanding schedule, he always made time to serve. He was an active member of the church, participating in fundraising and attending services weekly.

Because of his background in finance and accounting, the pastor of Holy Family, Father Sebastian Chako, asked him to be the Finance Chair as the church coffers were bare and needed replenishing. As the church finances improved, we did a major makeover of the church by painting the interior and exterior, replacing pews and flooring, installing stained glass, changing out the hanging cross above the altar that was termite infested, etc. In 2010, he aided in the \$1.6 million land purchase, where the church is situated, from the U.S. Navy. This was a delicate transaction as there were many hurdles to get over through federal rules and laws. Several years later, after the church achieved stable financial footing, he was instrumental in the church also buying the former St. George Episcopal Church on 511 Main Street in Honolulu. Lastly, to further serve the church by increasing participation in a meaningful and productive way, he and I were some of the founding members of the Knights of Columbus of Holy Family Catholic Church.

I have served over 35 years in my military and federal career and worked closely with many senior and executive personnel. Jade exudes similar characteristics of an organized frame of mind tempered by a calm personality. I can attest that he is a man of exceptional character and integrity. He is easy to work with and is forthright in being truthful about resolving an issue and doing it right. On difficult issues, he was not afraid to try various solutions to address a problem and was willing to work collaboratively to find a solution. Hawaii would be fortunate to have Jade leading DLIR.

I appreciate the opportunity to express my unequivocal support for Jade Butay to become Director of DLIR.

Sincerely,

Anthony Fikac

GM-515

Submitted on: 4/7/2023 10:40:14 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Councilmember Yuki Lei Sugimura	Individual	Support	Written Testimony Only

Comments:

I have had the pleasure of working with Jade Butay as a member of the Maui Metropolitan Planning Organization. Mr. Butay, then the Director of the Department of Transportation was always focused in his focus of keeping transportation for the State of Hawaii, safe for our residents and community. You will find him an excellent listener, implementer and do-er. He is a leader that can lead the State in this important work.

I STRONGLY support Jade Butay.

Yuki Lei Sugimura

Maui County Council, Vice Chair

Policy member of the Maui Metropolitan Planning Organization

GM-515

Submitted on: 4/7/2023 4:53:23 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Neil Abercrombie	Individual	Support	In Person

Comments:

Dear Chair Moriwaki,

I am writing to you and by extension members of the Hawaii State Senate on behalf of Jade Butay to become Director of the Department of Labor and Industrial Relations. I will not repeat his extensive résumé of public service to you. It is as deep and broad as any that will come before you in this or any legislative session to come.

I will comment on my personal knowledge of his character and his record of public service that follows from the values which are the foundation of his character.

He is honest in his evaluation of issues, humble in expressing the conclusions he draws from his consideration of the merits and demerits of issues and completely fair in his implementation of administrative responsibilities associated with his position.

I have never heard him utter a harsh word about anyone else personally or with respect to any issue no matter how controversial. His manner both publicly and privately is one of calm consideration of the subject at hand and close attention to those who are presenting it.

He is a good listener and a better friend open to one and all in terms of willingness to explore what will advance to public interest whether or not the ideas originate with him.

Business, Labor and the General Public of Hawaii will be the beneficiaries of these qualities with your affirmation of his appointment.

Your favorable consideration of his nomination by Governor Green is earnestly and respectfully requested on that basis. Many thanks to you and your committee for your kind attention.

Aloha,

Neil Abercrombie

Chair Sharon Moriwaki
Vice Chair Chris Lee

Senate Committee on Labor & Technology

Friday, April 14, 2023
3:00PM

**TESTIMONY OFFERING COMMENTS ON GM515 SUBMITTING FOR
CONSIDERATION AND CONFIRMATION AS THE DIRECTOR, DEPARTMENT
OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE,
JADE BUTAY, FOR A TERM TO EXPIRE AT NOON ON 12-07-2026**

Aloha Chair Moriwaki, Vice Chair Lee, Members of the Senate Committee on Labor & Technology,

My name is Jun Shin. I am a recent graduate of the University of Hawai‘i at Mānoa, a worker, and labor activist, testifying as an individual, offering **COMMENTS** on **GM515**, Submitting for Consideration and Confirmation as the Director, Department of Labor and Industrial Relations (DLIR), Gubernatorial Nominee, Jade Butay, for a Term to Expire at Noon on 12-07-2026.

I want to first say that despite being new to his position, Mr. Butay has participated in many different hearings this legislative session. I have a lot of respect for that. That being said, the nominee is being tasked with a very important department that exists (or should exist) to be a resource for the working people of Hawai‘i and to make sure that businesses/corporations are following our labor, unemployment, and civil rights laws. I cannot be there personally for the confirmation hearing because I’ll be at work, but I wanted to request for members of the committee to ask the nominee these following questions while determining his qualifications for this position and whether you’ll be recommending his nomination to the full Senate:

1. What will be the DLIR approach to relations between labor unions and management under the nominee’s leadership?
2. What does the nominee want to accomplish during his term?
3. Will the nominee commit to cooperating with policy experts, workers rights organizations, and other stakeholders to have a family leave bill ready in time for the 2024 legislative session?
4. Will the DLIR under the nominee’s leadership address the issue of gig worker rights?
5. Will the DLIR under the nominee’s leadership close the loophole for the workers who are not covered by our wage and hour laws?
6. In what ways has the DLIR learned from the paralyzation of the Unemployment Insurance system during the earlier stages of the COVID pandemic? Were all applicants able to receive much needed relief before the reinstatement of job searching requirements in May of 2021?

7. What are the nominee's thoughts on eliminating means testing, including job searching requirements for unemployment benefits and other welfare programs because it's punitive to working class families?¹
8. What is the nominee's position on collective bargaining rights for graduate student workers at the University of Hawai'i system?
9. Will the department under the nominee consider studying the possibility of full employment?²
10. What will the department under the nominee's position be if the legislature were to consider raising the minimum wage again in the future?

Mahalo for the opportunity to testify,

Jun Shin,
State House District 23 | State Senate District 12
Cell: 808-255-6663
Email: junshinbusiness729@gmail.com.

1

<https://www.epi.org/publication/why-punitive-work-hours-tests-in-snap-and-medicaid-would-harm-workers-and-do-nothing-to-raise-employment/>

2

<https://www.epi.org/publication/the-importance-of-locking-in-full-employment-for-the-long-haul/>

GM-515

Submitted on: 4/8/2023 1:23:43 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dylan P. Armstrong	Individual	Support	Written Testimony Only

Comments:

Committee on Labor and Technology
The Honorable Sharon Moriwaki, Chair
The Honorable Chris Lee, Vice Chair

Aloha mai kākou:

RE: Governor's Message 515

I write in support of GM 515, nominating Jade Butay to lead the Department of Labor and Industrial Relations

In the time I have known Mr. Butay, I've appreciated his willingness to serve and his ability to lead amidst the stresses and challenges of a politicized environment. For what it's worth, I worked in an observing capacity at O'ahuMPO when Mr. Butay directed Transportation (as a deputy), and when I coordinated the state's emergency response meetings for the COVID-19 emergency, among others.

Thank you for your consideration.

Best,
D.P. Armstrong, individual capacity

The Senate
Committee on Labor and Technology
Friday, April 14, 2023, at 3:00 p.m.
Conference Room 224 & Videoconference

Senator, Chair Sharon Y. Moriwaki
Senator, Vice Chair Chris Lee

GM 515 DLIR Jade Butay

Chair, Vice Chair, and Members of the Committee:

This testimony is in **STRONG SUPPORT** of GM 515 which is the nomination for Director of the Hawaii Department of Labor and Industrial Relations (DLIR) of Jade Butay. Jade was, for the last five years, the Director of Transportation for Hawaii (DOT) whose airports, roads, and harbors were under his leadership. In my previous employment as Senior Vice President of Government Affairs for the island of Lanai, I had multiple dealings with not only Jade, but also with his department personnel for airports and roads. They were always professional and able to assist with the multiple questions that arose from the projects scheduled and to be scheduled for Lanai. It was a pleasure to work with them, even if we didn't always get to do what we wanted to do.

As the head of DOT, Jade was required to be a Director on the Honolulu Authority for Rapid Transportation (HART). I was also a Director of HART. In the multiple years of our working together on this City & County Board, Jade was always informed on the various issues in front of the Board, had relevant questions for the staff, and had poignant points that went to the heart of any issue. His input was invaluable. Jade was always determined to seek the best answer to any issue that arose and worked with the other Directors to achieve consensus.

His skills at managing large numbers of people and projects will certainly be what will be needed for each of the Divisions within DLIR. Whether it is Disability Claims, Hawaii Occupational Health & Safety, Unemployment Claims, Oahu Employer Services, Wage Standards, Workforce Development, Hawaii Civil Rights Commission, Hawaii Labor Relations Board and the Appeals Board, and the Office of Community Services (which deals with refugees, immigrants, and the economically disadvantaged), his abilities are what will make these Divisions continue to improve.

I humbly ask for your **SUPPORT** for the approval of GM 515. Mahalo!

Me ke aloha pumehana
With warm aloha,

Lynn P. McCrory
60 N Beretania Street, #3203
Honolulu, HI 96817

C: Jade Butay

GM-515

Submitted on: 4/8/2023 2:58:23 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
eddie flores	Individual	Support	Written Testimony Only

Comments:

April 8, 2023

Senator Sharon Y. Moriwaki, Chair

Senate Committee on Labor and Technology

Hawaii State Capitol, Room 215

415 South Beretania Street

Honolulu, Hawaii 96813

RE: GM 515, Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07- 2026.

Chair Moriwaki, Vice Chair Lee, and distinguished members of the Senate Committee on Labor and Technology:

It is with great pleasure that I submit my testimony in strong support of Mr. Jade Butay's appointment as Director of the Department of Labor and Industrial Relations (DLIR).

His distinguished biography is before you. Without reiterating the many features of his credentials and accomplishment that recommend his appointment, what particularly stood out for

me was how down-to-earth he is. He knows where he's from and he's always been able to ground himself.

Having worked with him on a number of initiatives and projects in the Filipino community for over 20 years, I have personally witnessed his many outstanding leadership and personal qualities. With his extensive experiences and background Jade will provide the needed support, leadership, and guidance to fulfill the mission of the DLIR.

Throughout his career, he has been known for his strong leadership and “can do” approach to addressing issues. He very well understands the balance between management and labor issues. He knows the government's forwards and backward. Beyond managerial experience, the successful stewardship of the Department also requires the ability to work constructively with many stakeholders. Jade possesses the right amount of managerial and policy perspective that will serve DLIR well and will ultimately serve those whose interests the Department is there to protect.

Without any reservations, I strongly urge your favorable consideration of Jade’s nomination as Director of the DLIR.

Sincerely,

Eddie Flores

Chairman of L&L Drive-Inn/L&L Hawaiian Barbecue

Sent from my iPhone

GM-515

Submitted on: 4/9/2023 8:45:29 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Glenn Nohara	Individual	Support	Written Testimony Only

Comments:

Dear Chair Moriwaki, Vice Chair Lee and Members of the Committee on LBT:

I strongly support the nomination of Mr. Jade Butay to the position of Director, Department of Labor and Industrial Relations. I have known Mr. Butay for over six years and can attest to his good character and ability to serve as the Director of the Department of Labor and Industrial Relations.

Thank you very much for your consideration.

Sincerely,

Glenn Nohara

GM-515

Submitted on: 4/9/2023 11:53:31 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cathy Wilson	Individual	Support	Written Testimony Only

Comments:

To: Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

Members of the Committee on Labor and Technology

Support of GM515

I strongly support GM 529 for the Gubernatorial Nominee, Jade Butay for his confirmation as the Director, Department of Labor and Industrial Relations. His experience as past DLIR Director will serve him well in this position.

Thank you for your consideration.

April 14, 2023
Rm. 224, 3:00 P.M.

TO: The Honorable Sharon Y. Moriwaki, Chair
The Honorable Chris Lee, Vice Chair
Senate Committee on Labor and Technology

FROM: William Hoshijo

RE: Governor's Message 515

Nomination of Jade Butay
For Confirmation as the Director of Labor and Industrial Relations

I strongly support the Nomination of Jade Butay to be the Director of Labor and Industrial Relations.

I recently retired after serving as the Executive Director of the Hawai'i Civil Rights Commission (HCRC) for 26 years, from 1997-2023. The HCRC is administratively attached to the Department of Labor and Industrial Relations (DLIR). I am familiar with the leadership and administrative role and responsibilities of the Director, and am confident that Jade Butay has the qualities that will serve him and the people of the state well in this position.

Nominee Jade Butay has an impressive record of public service and leadership, having served in the Abercrombie and Ige Administrations as First Deputy Director of Transportation (2011-2013 and again from 2014-2017) and Deputy Director of the DLIR (2013-2014). If confirmed, Director Butay will bring this extensive management and administrative experience and knowledge to the DLIR. In addition to his qualifications and experience, Mr. Butay has a strong commitment to civil rights and immigrant rights. He knows and appreciates the important role the DLIR has played and must continue to play in protecting the rights, economic well-being, safety, and dignity of Hawai'i's workers. He is a person of good character who treats people with fairness and respect, regardless of their status.

I urge the Committee and the Senate to approve and confirm the nomination of Jade Butay to be the Director of Labor and Industrial Relations. I recommend him to you without reservation. Thank you for your consideration.

GM-515

Submitted on: 4/9/2023 7:33:04 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alexander Seto	Individual	Support	Written Testimony Only

Comments:

Mr. Butay has demonstrated great leadership in my work with him. These three qualities summarize Mr. Butay's work ethics: compassion, decision-making, and hospitality. I felt that he cared for his subordinates, which made me trust in his leadership and felt welcomed.

GM-515

Submitted on: 4/9/2023 7:47:41 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Daniella	Individual	Support	Written Testimony Only

Comments:

My name is Daniella Pozas. I **STRONGLY SUPPORT** Jade Butay's nomination to be the Director of the Department of Labor and Industrial Relations. He is highly qualified for this position as he has multiple management experiences in different departments: DLIR Deputy Director, DOT Director, and supervisor of various departmental initiatives. He has eight years of experience working as a Deputy Director and Director of DOT, which he led a workforce of 2,300 people.

Thank you for the opportunity to testify.

GM-515

Submitted on: 4/10/2023 6:19:30 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lynn Araki-Regan	Individual	Support	Written Testimony Only

Comments:

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

I am writing to express my support for Jade Butay's nomination and confirmation as the Director of the Department of Labor & Industrial Relations (DLIR).

During my time as Deputy Director of Administration for the State of Hawaii Department of Transportation (HDOT), I had the pleasure of working with Mr. Butay. In my experience working with him, I found him to be responsive, collaborative, honest, fair, and open to new ideas.

Under his leadership, HDOT accomplished several significant projects, including a \$270 million Mauka Concourse Terminal, a \$377 million Daniel K. Inouye International Airport Consolidated Rent-a-Car (CONRAC) facility, a \$58.7 million Federal Inspection Services (FIS) facility at Ellison Onizuka Kona International Airport, a \$340 million CONRAC facility at Kahului Airport, and Phase One of the \$555 million Kapalama Container Terminal.

Furthermore, Mr. Butay made sure that HDOT's workforce followed all laws, regulations, rules, policies, and he was accountable for their actions. He also set an example of leadership by working alongside our teams on COVID-19 response initiatives and other projects to support our HDOT team members.

Given his past experience as a deputy director for DLIR, Mr. Butay has the knowledge, leadership, managerial skills, and interpersonal skills to lead DLIR effectively. For these reasons, I strongly recommend that the committee advise and consent to Mr. Butay's nomination. Thank you for considering my testimony in support of Governor's Message 515 and the confirmation of Mr. Butay.

GM-515

Submitted on: 4/10/2023 9:59:27 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Grace S. Ichikawa	Individual	Support	Written Testimony Only

Comments:

I strongly support Jade T. Butay to be the State of Hawaii Department of Labor and Industrial Relations' Director. Thank you very much for your consideration.

WILLIAM M. KANEKO, ESQ.

American Savings Bank Tower
1001 Bishop Street, Suite 1800
Honolulu, Hawai'i 96813
808-222-5389

TO: Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair
Senate Committee on Labor & Technology

DATE: Friday, April 14, 2023
TIME: 3:00 PM
PLACE: Conference Room 224 & Videoconference

RE: GM515 Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

Chair Moriwaki, Vice Chair Lee and members of the Committee on Labor and Technology:

My name is Bill Kaneko, and I am a licensed attorney in Hawai'i. I have over thirty years of experience working with federal, state, and local government agencies on various public policy and legislative matters. I have known Mr. Jade Butay for over a decade in his various senior leadership positions at the Department of Transportation and the Department of Labor and Industrial Relations.

In so doing, I have had various meetings, interactions and discussions with Mr. Butay on a variety of public policy and programmatic issues. I found Mr. Butay to be highly intelligent, capable and collaborative in his approach to addressing public issues.

I strongly support Mr. Butay's nomination as Director of the Department of Labor & Industrial Relations. His academic credentials are impressive. Mr. Butay received his undergraduate degree from the University of Hawai'i at Manoa in finance and accounting. Mr. Butay also received his MBA from Babson College, one of the top business schools in the US.

Mr. Butay has extensive and proven government experience at the highest levels. During the past decade, he served as First Deputy Director and Director of Transportation, where he led one of the largest departments in the State, with oversight over highways, harbor and airports. DOT's operations and budget is highly complex, requiring collaboration between federal, state, and local governments, as well as private parties and residents. Mr. Butay was skilled at leading the DOT in achieving many infrastructure improvements such as harbors modernization, airport terminal upgrades, and completion of two car rental facilities at Honolulu and Kahalui airports. At DLIR, Mr. Butay worked on many labor and workforce issues, including OSHA, TDI, UI, and workforce development. His return to DLIR will result in a smooth transition because of his familiarity with the department.

The people of Hawai'i are fortunate to have Mr. Jade Butay lead the Department of Labor & Industrial Relations. I urge this Committee to support the nomination of Mr. Butay as DLIR Director. Thank you for the opportunity to testify on this matter.

Sincerely,



WILLIAM M. KANEKO

GM-515

Submitted on: 4/10/2023 4:40:21 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Christen Lee	Individual	Support	Written Testimony Only

Comments:

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

I strongly support Jade Butay as the Director of the Department of Labor and Industrial Relations. Jade is a dedicated leader and possesses both the knowledge and experience to successfully lead the DLIR. I have had the pleasure of working with Jade in the Director's Office where he addresses matters thoroughly and deliberately. He listens and collaborates with program leaders and employees, while always considering the community. If given the opportunity to serve as the Director, I have no doubt that Jade will continue to lead with a listening ear and collaboration.

Mahalo for the opportunity to testify in strong support of GM515.

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

April 14, 2023

3:00 p.m.

Conference Room 224, State Capitol

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

My name is Lori Kahikina and I am submitting testimony in my capacity as an individual in **support of the confirmation of JADE BUTAY** Gubernatorial Nominee, Director of the Hawaii State Department of Labor and Industrial Relations.

I have known Jade Butay personally and professionally for several years. He has experience working in every level of government in Hawaii and has the knowledge, experience, and understanding to be able to work with the Legislature to incorporate their vision and further the goals and mission of the Hawaii State Department of Labor and Industrial Relations.

Mahalo for the opportunity to testify and for your favorable consideration.

My name is Queenie Corpuz, and I live in Kahuku, Hawaii. I strongly support Jade Butay's nomination to be the Director of the Department of Labor and Industrial Relations. Jade has many years of experience at high management levels in the State government; therefore, he is highly qualified for this position.

Jade was a former Deputy Director of the State Department of Labor & Industrial Relations. He has a great knowledge on the various work that DLIR's divisions have. He supervised planning, coordinating, and implementing programs for employment services. Jade also has work experience related to workers' compensation, prepaid health care, and temporary disability insurance. As DLIR's Deputy Director, Jade also worked on wage and hours issues, employment security appeals and fair employment practices.

Jade also served the community as a Deputy Director and eventually as an Executive Director of the Department of Transportation for a total of eight years. As DOT's Deputy Director, Jade planned and established policies and regulations for DOT's three Divisions – Airports, Harbors, and Highways. While he was a First Deputy Director, Jade oversaw departmental administration relating to personnel, emergency management, programs and budgets, the department's central computer services, contracting, environmental compliance, civil rights, and business management. As the department's Director, he supervised the state's 15 commercial and aviation airports, 10 harbors, nearly 2,500 miles of state highways and led a workforce of 2,300 people.

Jade Butay is an exceptional and effective leader. He is very well prepared to lead the Department of Labor and Industrial Relations. I strongly urge you to give Advice and Consent to his nomination. Thank you for the opportunity to testify.

Testimony of
CHRIS J. SADAYASU
to the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Friday, April 14, 2023
3:00 PM
State Capitol, Conference Room 224

In consideration of
GM 515
Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire 12-07-2026.

Chair Moriwaki, Vice Chair Lee and Members of the Committee.

I support the appointment of Jade Butay to serve as the Director of the Department of Labor and Industrial Relations (DLIR).

Mr. Butay has extensive experience in government and has held positions with the State of Hawai'i at the Department of Business, Economic Development and Tourism; Department of Transportation; and Department of Labor and Industrial Relations. Within the DLIR, he has previously served as the Deputy Director where he assisted with managing and directing the operations of the department and supervised the planning, coordination, and implementation of programs. At the Department of Transportation, Mr. Butay served as the Director where he was responsible for all statewide transportation matters and directed the implementation of the Governor's transportation initiatives. His academic credentials and background will continue to be beneficial to the State of Hawai'i in this key role.

I respectfully ask for Mr. Butay's confirmation as the Director of the Department of Labor and Industrial Relations. Thank you for the opportunity to testify.

Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair
Committee on Labor and Technology

Friday, April 14, 2023
3:00 pm.; Conference room 224

RE: GM 515 Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, Jade Butay, for a term to expire on 12-07-2026 – In Support

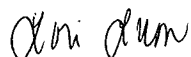
Aloha Chair Moriwaki, Vice Chair Lee and members of the committee:

I am submitting testimony in support of the nomination of Jade Butay as Director of the Department of Labor and Industrial Relations.

Jade has over twelve years of State government experience, having served as First Deputy Director and Director of the State Department of Transportation (DOT) and Deputy Director of the Department of Labor and Industrial Relations. I worked with Jade in his capacity as DOT Director and found him to be professional, conscientious, dedicated and collaborative. His outstanding character, relevant experience and familiarity with various State departments will serve the State well.

Your favorable action on his confirmation is respectfully requested. Thank you for the opportunity to offer comments in support.

Sincerely,



Lori Lum
98-1008 Piku Place
Aiea, HI 96701

GM-515

Submitted on: 4/11/2023 8:48:36 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Romala Radcliffe	Individual	Support	Written Testimony Only

Comments:

Testimony for the

Senate Committee on Labor and Technology

Friday, April 14, 2023, 3:00 p.m., Conference Room 224

Statement on Governor's Message No. 515

by Romala Suzanne Radcliffe

TO THE HONORABLE SHARON MORIWAKI, CHAIR, CHRIS LEE VICE CHAIR, AND MEMBERS OF THE COMMITTEE:

I am submitting testimony in Strong Support of the confirmation of Jade Butay as Director of the Department of Labor and Industrial Relations (DLIR). I have had the opportunity to work closely with Mr. Butay over the past ten years as colleagues within the Ige and Abercrombie administrations.

I have no doubt that Mr. Butay can provide overall leadership and policy direction and, therefore, would strongly recommend your approval of his nomination.

April 14, 2023

Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair
Committee on Labor and Technology
Hawaii State Capitol, Room 224
Honolulu, HI 96813

RE: GM 515 for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

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

I am in **strong support** of GM 515 appointment of Jade Butay as the Director of the Department of Labor and Industrial Relations (DLIR).

I have had the pleasure of knowing Jade for over 20 years. I was extremely honored when he actually took the time and effort to travel all the way to India to attend my wedding in 2008.

He is one of the most exceptional individuals I know who has a strong work ethic. He is intelligent and I know for sure that his experience with the prior two administrations will assist him to lead effectively at the Department of Labor and Industrial Relations. Previously, he was a Director and Deputy Director of the Department of Transportation during the Ige Administration. During the Abercrombie Administration, he was a Deputy Director of the Department of Transportation and the Department of Labor and Industrial Relations.

I urge you to advise and consent to the nomination of Jade Butay as Director of the Department of Labor and Industrial Relations. Thank you for your consideration of my written testimony.

Sincerely,

Sudagar Dhandapani

April 11, 2023

TO: Senate Labor and Technology Committee

From: Wilfredo Tungol, Esq.

RE: GM 515 Confirmation of Jade Butay as DLIR Director

Aloha Chair Moriwaki and members of the Labor and Technology committee:

I am testifying ins **strong support** of confirmation of Mr. Jade Butay as director of Department of Labor and Industrial Relations (DLIR). I have know Jade for over ten years beginning when we first served under former governor Abercrombie.

I am quite familiar with the DLIR, having been assigned to it as Deputy Attorney General for over 13 years (1982-1995). In my opinion, it is one of the most important state agencies because of its role to monitor and enforce labor laws that affect the working people of Hawaii. The DLIR has four major administrations: the UI Division, The WC Division, OSHA, and the Wage and Hour Laws Division. It also oversee two important offices, the Office of Community Service and the HI Civil Rights Division.

During the past Covid pandemic, DLIR's role to administer unemployment insurance benefits was put to the test. Sad to say but DLIR failed to come through for thousands of workers, some of whom waited not weeks, but months to find out whether or not they qualify or will receive badly needed benefits. Many reasons were given as to why DLIR could not function satisfactorily during that time, but the bottom line is that the department should have been prepared for what was foresseable when Governor Ige declared a state of emergency in March Of 2020. Such catastrophic failure must not happen again should we have another similar situation, whether a pandemic or a (heaven forbid) a major recession.

Similarly, the Workers Compensation Division need to upgrade its system to allow for more expedient hearings and decisions on worker's compensation claims. A person who is injured in the job has the benefit of presumption and any challenges to this by the insurance carrier should be promptly heard and

determined. The two other divisions are also important in protecting workers rights under the law.

The OSHA is a smaller division but plays a significant role in ensuring that there is a safe and healthy work environment. Work establishments that violate the laws are subject to penalty, but in most cases they receive minimal penalty. Worker's safety is paramount. Grievous work injury should be prevented and one way to do that is by strengthening the division's monitoring and enforcing role.

Finally, the Wage and Hour Division is also important to ensure that workers are paid their fair wages under the law. Often times, employer will deny workers overtime pay or worse yet not pay the worker until much later. The federal counterpart of DLIR has been very aggressive in pursuing violators of federal wage laws and often publicize the cases where it imposed penalties for violation. Perhaps the Wage and Hour Division can do likewise.

The role of the Director is of importance because he/she sets the tone on how and when to implement these laws. I believe Jade is such a person. He has proven himself as Director of Transportation, one of the largest state agency. He has also served as a deputy director of DLIR previously. Jade will be a capable administrator who will be able to rise to the occasion should the situation demands it. As director of transportation, Jade has a deep understanding of how federal funds work with general state funds to build our infrastructures. Likewise, DLIR receives millions of federal funds (particularly the UI Division) to help run its programs. Jades's humble background as an immigrant to this state and country also gives him a deep commitment of protecting our workers.

I humbly ask you to act favorably on his confirmation as DLIR director.

April 11, 2023

Senator Sharon Y. Moriwaki, Chair
and Members of the Committee on Labor and Technology
Hawaii State Senate
Hawaii State Capitol
415 South Beretania Street
Honolulu, HI 96813

Dear Senator Moriwaki and Members of the Committee on Labor and Technology:

Re: Confirmation Hearing of Jade Butay
April 14, 2023, 3:00 p.m., GM 515

My name is Robert Yu and I am the President and General Manager of Oahu Transit Services, Inc. It is my honor to submit my unqualified support for the nomination of Jade Butay as the Director, Department of Labor and Industrial Relations.

I have known Jade for many years as a colleague and friend and had the pleasure of working with Jade when I served as the State's Deputy Director of Budget and Finance. Jade is hard working, dependable, has excellent interpersonal skills, and strong moral and ethical values.

Jade has the leadership qualities and talent to lead the Department of Labor and Industrial Relations and I strongly support his nomination.

Sincerely,

A handwritten signature in blue ink, consisting of a large, stylized 'R' followed by a smaller 'Y' and a horizontal line extending to the right.

Robert Yu

GM-515

Submitted on: 4/11/2023 11:27:26 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Diane Radcliffe	Individual	Support	Written Testimony Only

Comments:

Jade Butay is a very intelligent, hard working man. I have know him since he was 15 years old and followed him as beset goals and achieved them. He did an excellent job in all his government positions and will do another outstanding job in this position. My husband, John Radcliffe considered Jade his Hanai son and so do I. Thank you. Diane Radcliffe

GM-515

Submitted on: 4/11/2023 12:35:26 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
David Langille	Individual	Support	Written Testimony Only

Comments:

Testimony for the

Senate Committee on Labor and Technology

Friday, April 14, 2023, 3:00 p.m., Conference Room 224

Statement on Governor's Message No. 515

by David Langille

TO THE HONORABLE SHARON MORIWAKI, CHAIR, CHRIS LEE, VICE CHAIR, AND MEMBERS OF THE COMMITTEE:

It is my pleasure to strongly support the nomination of Jade Butay to be the next Hawaii Director of Labor and Industrial Relations. I firmly believe Mr. Jade Butay will serve as a valued and highly productive member of Governor Green's cabinet, and respectfully request that you recommend approval of his nomination as Director of the Department of Labor and Industrial Relations.

GM-515

Submitted on: 4/11/2023 1:36:15 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pua Auyong-White	Individual	Support	Written Testimony Only

Comments:

I am writing in support of Jade Butay for position of Director, Department of Labor and Industrial Relations

Jade Butay is highly qualified, experienced and dedicated to the mission of DLIR to increase the economic well-being of Hawaii's workforce.

Mr. Butay comes from a working class immigrant family from the Philippines and understands the importance of DLIR mission to support Hawaii workers. As director of DLIR, Jade supervises many units, including Office of Community Service (supporting immigrants), Commission on Civil Rights to enforce anti-discrimination and civil rights laws.

He graduated from public schools, received business degrees from UHManoa (undergraduate and Babson (graduate)

For over a decade, he has demonstrated his competence to lead and serve our state as Director or Deputy for the Department of Transportation and Deputy in DLIR.

He has also private sector work and management experience,

He has integrity, is honest, communicates clearly, listens carefully and works collaboratively with colleagues, employees and others.

Mr. Butay is active in the Filipino community and consistently mentors youth and is highly respected in the Filipino community for his leadership and service. I feel it is important in a multiethnic community to be inclusive and for the Cabinet to include competent Filipino leaders such as Jade Butay.

Mahalo for your consideration,

Pua Auyong White

3432 Kalihi Street, Honolulu, HI 96819

Testimony of Leila Kagawa
GM 515
Committee on Labor and Technology
April 14, 2023 - 3:00 pm

Aloha, Chair Moriwaki, Vice-Chair Lee and members of Committee on Labor and Technology,

Thank you for the opportunity to submit testimony in support of Jade Butay for the Director of the Department of Labor and Industrial Relations (DLIR).

I worked alongside Jade when he served as the deputy for the Department of Labor and Industrial Relations while I served as the deputy director for the Department of Human Resources Development. We worked closely together representing our respective departments to support business transformation and enterprise modernization efforts across the State.

We both transitioned to new roles continuing to work on enterprise programs while he was deputy, then director at the Department of Transportation, and I served as the enterprise program manager under the Department of Accounting and General Services, Office of Enterprise Technology Services. During this time we worked together in support of the DOT and their modernization efforts to be implemented on the statewide payroll system and then subsequently on the time and leave system. His executive sponsorship and support of all DOT divisions was critical to support the modernization journey for DOT to go live on both enterprise systems as one of the larger departments in the executive branch. Jade's experience and sponsorship in a similar capacity will be extremely valuable as DLIR implements its new unemployment insurance system.

Therefore, I am in support of his confirmation as Director at the Department of Labor and Industrial Relations.

Mahalo,
Leila Kagawa

Statement of
LEO R. ASUNCION, JR.
before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Friday, April 14, 2023
3:00 PM
State Capitol, Conference Room 224
in consideration of
Governor's Message (GM) 515

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

I strongly support the nomination of Jade Butay to serve as Director of the Department of Labor and Industrial Relations.

I have known and worked with Mr. Butay for over a decade, and he continues to demonstrate competencies of being a director of a governmental agency. With his varied experience as either director or deputy director of such governmental agencies as the Department of Transportation and Labor and Industrial Relations, as well as positions in the private sector, it is my opinion that Mr. Butay possesses the right demeanor and collaborative nature and is well suited to lead the Department of Labor and Industrial Relations.

In working with Mr. Butay, he continues to demonstrate the highest level of leadership in all that he does, and he has gained my trust as a colleague and a friend. I have the utmost confidence that he will serve our State well.

I respectfully encourage the Committee to advise and consent to the nomination of Jade Butay as Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to provide testimony on GM 515.

GM-515

Submitted on: 4/11/2023 3:34:35 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Camaron Miyamoto	Individual	Support	Written Testimony Only

Comments:

My name is Camaron Miyamoto and I support Mr. Jade Butay for Director of DLIR. I live in Makiki neighborhood, work at UH Mānoa and a member of our Filipino community.

Jade Butay is highly qualified, experienced and dedicated to the mission of DLIR to increase the economic well-being of Hawaii's workforce. Mr. Butay comes from a working class immigrant family from the Philippines and understands the importance of DLIR mission to support Hawaii workers.

For over a decade, he has demonstrated his competence to lead and serve our state as Director or Deputy for the Department of Transportation and Deputy in DLIR. He has also private sector work and management experience,

He has integrity, is honest, communicates clearly, listens carefully and works collaboratively with colleagues, employees and others.

Mr. Butay is active in the Filipino community and consistently mentors youth and is highly respected in the Filipino community for his leadership and service.

Filipinos are now the 2nd largest ethnic group in the state and every fourth person in the state has Filipino ancestry. We feel it is important in a multiethnic community to be inclusive and for the Cabinet to include competent Filipino leaders such as Jade Butay.

Bennette Misalucha

P.O. BOX 1463 · AIEA, HAWAII 96701
bennette.misalucha808@gmail.com

Senate Committee on Labor and Technology
Friday, April 14, 3:00 p.m.
Conference Room 224

TESTIMONY IN SUPPORT OF **GM 515 - JADE BUTAY** FOR DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

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

My name is Bennette Misalucha. I am a longtime community leader who has always maintained that to build a strong economy, our beloved State has a responsibility to create viable opportunities for everyone and we urgently need to prepare our workers for the jobs of the future.

As such, I am pleased to submit testimony in **strong support** of GM 515, nominating Jade Butay to serve as Director of the Department of Labor and Industrial Relations. I believe Mr. Butay has a strong track record of success, the passion, the leadership background, and a deep understanding of government to get the job done. I have known Jade for more than a decade on a professional and a personal capacity. He is not only qualified for this role, but I am convinced, without an iota of a doubt, that he will serve with commitment and with utmost integrity.

While Mr. Butay served as Director of Transportation for the last eight years, he delivered numerous large-scale projects while in the middle of the pandemic, notably the \$270 million Mauka Concourse Terminal and \$377 million Consolidated Rent-A-Car (CONRAC) facility at Daniel K. Inouye International Airport, the \$58.7 million Federal Inspection Services (FIS) facility at Ellison Onizuka Kona International Airport, and the \$340 million CONRAC facility at Kahului Airport. Mr. Butay also delivered phase one of the \$555 million Kapalama Container Terminal, the centerpiece of the Harbor Modernization Program.

Mr. Butay exhibited strong leadership in keeping the airports and harbors open while keeping the borders and our communities healthy and safe. Even as tourism shut down, the transport of goods continued to flow. He also initiated and accommodated various stakeholders in both the airline and maritime industry so that fees and tariffs were fairly set at this time of crisis.

Lastly, Jade Butay is also a strong member of our Filipino American community in Hawaii and has volunteered his time, efforts, and talents to serve many community organizations. He is a role model of an immigrant who came to Hawaii barely speaking English but through hard work and his pursuit of higher education, he managed to pull himself up by the bootstraps to achieve the American Dream. Instead of choosing to enrich himself, he has chosen to serve the public. He has a service heart and is truly someone that many in the Filipino community look up to with pride. I am certain that he will be an asset to the Department of Labor and Industrial Relations.

Very Truly Yours,
Bennette Misalucha

GM-515

Submitted on: 4/11/2023 5:26:31 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tim Sakahara	Individual	Support	Written Testimony Only

Comments:

Aloha Honorable Members of the Committee on Labor and Technology,

Mahalo for the opportunity to testify in **strong support** of Jade Butay as the Director of the Department of Labor and Industrial Relations (DLIR).

I had the privilege of working for Jade Butay for six years at the Hawai'i Department of Transportation while he served as Deputy Director and then Director of the department. During that time, I learned an immense amount from his leadership. He is a thoughtful, dedicated, and experienced motivator who listens, learns, and leads by continuously making decisions based on what is best for the State and its people.

There were numerous examples when emergency situations occurred and decisions had to be made. Whether early morning, late night, weekends or holidays, Director Butay was accessible and engaged in responding with the appropriate course of action. He has many admirable characteristics including the fact that he always treats people with respect and he understands and appreciates the cultural, social, and environmental significance of our island home.

Director Butay is an exceptional choice to lead DLIR and I believe people across our State will benefit from his knowledge and leadership.

Please let me know if you have any questions or require any additional information as I am happy to help the process and support Director Butay's nomination.

Sincerely,

Tim Sakahara

GM-515

Submitted on: 4/11/2023 7:11:03 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Deanna Espinas	Individual	Support	Written Testimony Only

Comments:

Please support the nomination of Mr. Jade Butay as director for DLIR. Jade has been a long-time community advocate for the economic well-being of Hawaii's workforce. Coming from a working class immigrant family from the Philippines, Jade understands the struggles of families here in Hawaii. He has been an effective leader in the Filipino community and works in a collaborative way with colleagues and members of Hawaii's diverse, multi-ethnic community. We are proud of Jade's achievements and know that he will work hard to address the concerns of all Hawaii's families in a respectful and caring manner. Thank you for this opportunity to testify in support of Jade Butay.

GM-515

Submitted on: 4/11/2023 10:54:37 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Fe Edita M. Velasco	Individual	Support	Written Testimony Only

Comments:

My name is Fe Edita M. Velasco, a Filipino community service advocate and immediate past president of the Filipino Business Womens' Association and FBWA Foundation in the State of Hawaii.

I fully support GM 515: Jade Butay for his nomination as Director of Labor and Industrial Relations

Mr. Jade Butay's leadership experience, work ethics, transparent competency and honest diplomacy will bring stability and sustainability in the department thereby providing relevance for the good of the Hawaii workforce.

RE: Strong Support of GM515 – Jade Butay’s Nomination to be the Director of Labor and Industrial Relations

Hearing: Friday, April 14, 2023 at 3:00pm, Conference Room 224

My name is Cherie Guillermo and I **STRONGLY SUPPORT** Mr. Jade Butay’s nomination to be the Director of the Department of Labor and Industrial Relations (DLIR). As the director of DLIR, his role would involve labor regulations, workforce development programs, and mediation workplace issues. Jade is highly qualified for this position as he has long experience at high management levels within Hawaii State Government in which he served as the Director of the State Department of Transportation and Deputy Director of DLIR. As Deputy Director of DLIR, Jade was involved in planning, coordinating, and implementing programs for employment services. Furthermore, he has worked on initiative relating to many areas of insurance such as workers’ compensation, temporary disability insurance, and prepaid health care. Jade has also worked at DLIR on wage and hour issues, fair employment practices and employment security appeals. Because Jade is familiar with the many divisions within DLIR, he is a strong candidate for the director position.

Under Governor Ige’s administration, Jade served as the Deputy Director and later as the as Director of Transportation for a total of 8 years. As Deputy Director, he worked planning and established policies and regulations for three of the critical divisions of DOT – Airports, Harbors, and Highways. He also was First Deputy Director at DOT, where he was the Chief Operating Officer of DOT, overseeing departmental administration relating to personnel, emergency management, programs and budgets, the department’s central computer services, contracting, environmental compliance, civil rights, and business management. As Director, he exercised effective leadership and guidance over the entire department, leading a workforce of 2,300 people, directing the overall implementation of Hawaii State government’s transportation duties and initiatives.

With his diverse experience, Jade Butay is well prepared to lead the Department of Labor and Industrial Relations.

Sincerely,
Cherie Guillermo

GM-515

Submitted on: 4/12/2023 6:34:59 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lynell Yuu	Individual	Oppose	Written Testimony Only

Comments:

OPPOSE

As an individual and as a government employee in City and State jobs my requests and communications for DOT/infrastructure help or just a QUESTION were ignored (unanswered is too gentle to describe behavior). Not even a phone call from Butay's admin support or a useless robot response.

In one instance I contacted Gov. Ige's Chief of Staff (Linda Chu Takayama) and only then did I get an email response to contact another office. The constituent/resident was not pleased but I made sure to share the no response thread.

This kind of NO SUPPORT will be as harmful or worse in DLIR or result in excess work for others that know how to serve.

PLEASE DO NOT CONFIRM.

TESTIMONY ON GOVERNOR'S MESSAGE 515

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

The Senate

Hawaii State Capitol

April 12, 2023

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

I strongly support JADE BUTAY for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee.

Mr. Jade Butay's background, experience, and commitment to public service qualify him for appointment as the Director of DLIR. Mr. Butay has served in various government positions and has gained extensive experience working in the private sector.

As Director of Transportation, he provided leadership and strategic direction with full responsibility for four divisions: Administration, Airports, Harbors, and Highways. He has been, partner, vice-president, founder/CEO, and management consultant in various professional and entrepreneurial endeavors.

Equipped with a Master of Business Administration with Dual Concentration in Entrepreneurship and Marketing and a Bachelor of Business Administration with distinction with double major in Finance & Accounting has prepared him for the challenges ahead of him in this new capacity.

Thank you for the opportunity to support Mr. Butay's nomination to the Department of Labor and Industrial Relations.

Leo Rojas Gozar

President and Chairman

United Filipino Council of Hawaii and UFCH Foundation

TESTIMONY IN STRONG SUPPORT OF GM 515

Submitted to
Senate Committee on Labor and Technology
Hawai`i State Capitol, Conference Room 224

April 14, 2023 • 3:00 pm

TO: Chair Sharon Y. Moriwaki
Vice-Chair Chris Lee
Members of the Senate Committee on Labor and Technology: Sen. Les Ihara Jr.,
Sen. Kurt Fevella, and Sen. Gilbert S. C. Keith-Agaran

FR: Ramon Sumibcay, PhD, MHA, BSN, RN
MAJ (ret), US Army

RE: **IN SUPPORT OF GM 515 RELATING TO THE CONSIDERATION AND CONFIRMATION
OF JADE T. BUTAY AS THE DIRECTOR OF THE DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS**

It is with great honor and pride to provide testimony in support of Jade Butay's nomination as the Director of the Department of Labor and Industrial Relations (DLIR). I retired from the US Army with over twenty years of military service. I am proactively engaged in the Filipino community with various organizations notably Philippine Nurses Association Hawaii Chapter and Knights of Rizal Hawaii Chapter. As an immigrant from the Philippines thirty-seven years ago, it is very important that Filipinos or immigrants for that matter, have a representation and a voice in the cabinet level in our State.

About two decades ago, I met Jade working along with Dr. Agnes Malate on a grass-root movement. We were surveying, knocking door to door, to find out who were the Filipinos registered to vote and to encourage them to exercise this right to have their voices heard. Twenty years later, Jade will be that person representing and the voice for immigrants in the State of Hawaii Cabinet.

I strongly applaud Governor Green for his nomination of Jade Butay to serve as Director of DLIR.

Filipinos are now the second largest ethnic group in Hawaii, and every fourth person in the state has Filipino ancestry. We feel it is important in a multi-ethnic/multi-cultural community to be inclusive and for the Cabinet to include competent Filipino leaders such as Jade Butay.

- Highly qualified, experienced and dedicated to the mission of DLIR to increase the economic well-being of Hawaii's workforce.
- Comes from a working-class immigrant family from the Philippines and understands the importance of DLIR mission to support Hawaii workers.

- Graduated from Radford high school and received business degrees from UH-Manoa (bachelor's) and Babson (master's).
- For over a decade, he has demonstrated his competence to lead and serve our state as Director and Deputy for the Department of Transportation and Deputy Director of DLIR.
- Active in the Filipino community and consistently mentors youth and is highly respected in the Filipino community for his leadership and service.

I am encouraged that Jade's hard work and dedication to improving the life of our diverse community is recognized and humbly ask for the Senate Committee on Labor and Technology to confirm his nomination. Thank you for this opportunity to provide testimony.

Sincerely,

Ramon Sumibcay

Ramon Sumibcay, PhD, MHA, BSN, RN
MAJ (ret), US Army

My name is Geneva Delmendo, and I live in Waipahu, Hawaii. I STRONGLY SUPPORT Jade Butay's nomination to be the Director of the Department of Labor and Industrial Relations. Jade is highly qualified for this position. He has long experience at high management levels in the State government.

Jade has private-sector work experience, performed exceptionally well as Deputy Director, and later as Director of Transportation for a total of 8 years in Governor Ige's administration. Jade Butay has been Deputy Director of DLIR. His years of leadership positions in Hawaii State government service, Jade has important skills beyond government administration.

Thank you for the opportunity to testify.



GORDON M. ARAKAKI

Attorney at Law, LLLC
94-1176 Polinahe Place
Waipahu, Hawaii 96797
Cell: (808) 542-1542
E-mail: gordonarakaki@hawaiiantel.net

Hearing Date: Friday, April 14, 2023

Time: 3:00 PM

Place: Senate Conference Room 224

The Honorable Senator Sharon Y. Moriwaki, Chair

The Honorable Senator Chris Lee, Vice Chair

Senate Committee on Labor and Technology

Subject: **GM 515** – Submitting for consideration and confirmation as the Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, **Jade Butay**, for a term to expire 12-07-2026.

Dear Chair Moriwaki, Vice Chair Lee, and members of the Committee:

I strongly and whole-heartedly support the confirmation of **Jade Butay** as the Director of the Department of Labor and Industrial Relations.

Over the past 10+ years, I've gotten to know Jade both personally (working on political campaigns) and professionally (through Jade's service to the State as its Director and First Deputy Director of the Department of Transportation, as well as his previous service as Deputy Director of the Department of Labor and Industrial Relations). He is a committed and caring leader, a gifted organizer and proven administrator, and an extremely hard worker. Most importantly, he is a fundamentally decent person.

As a citizen, private attorney, and former Chief of Staff/Committee Clerk for the Senate Ways and Means Committee, I believe that Jade is an excellent choice to lead and carry out the fair and efficient functioning of the State Department of Labor and Industrial Relations.

If you have any questions, please feel free to contact me directly by phone at (808) 542-1542 or by e-mail at gordonarakaki@hawaiiantel.net.

Thank you.

Sincerely,
Gordon M. Arakaki

Testimony
Joshua Wisch
Kailua, Hawai'i

GM 515
Nomination of Jade Butay for Director, Department of Labor and Industrial Relations

Senate Committee on Labor and Technology

April 14, 2023 at 3:00pm in Room 224

Chair Moriwaki, Vice-Chair Lee, and members of the committee,

My name is Joshua Wisch and I am testifying in my individual capacity **in support of Jade Butay** to be confirmed as the Director of the Department of Labor and Industrial Relations.

I have known Jade for close to fifteen years. I've had the pleasure to know him both personally and professionally during that time. While Jade served as Deputy Director at the Department of Labor and Industrial Relations (DLIR) during the Abercrombie administration I worked with him in my capacities as Special Assistant to the Attorney General and as Deputy Director of the Department of Taxation (DOTAX).

Especially during the time when we both served as departmental deputy directors and worked in the cabinet together, what always impressed me about Jade was a combination of his earnest nature, the seriousness with which he took the job, and his dedication to serve the people of Hawai'i to the best of his abilities. In my experience he has always been a professional who puts the job first and dedicates himself wholeheartedly to the task at hand, working with integrity, diligence, and selflessness.

It is likely a combination of these attributes that has led Jade to already be confirmed by the Senate unanimously on three separate occasions: once as First Deputy Director for the Department of Transportation (DOT) and twice as DOT Director. Jade ran DOT for five years during which he had to steer the department through multiple natural disasters that affected the state's transportation infrastructure. He also successfully navigated the many ways the COVID crisis affected the areas under his jurisdiction. With this deep experience Jade is well prepared to now take the reins of the same department where he previously served as deputy.

I am happy to support Jade Butay's nomination and appreciate the opportunity to testify.

Sincerely,



Joshua Wisch

GM-515

Submitted on: 4/12/2023 1:26:12 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jeffrey Chua	Individual	Support	Written Testimony Only

Comments:

My name is Jeffrey Chua, and I live in Wahiawa, Hawai‘i. **I STRONGLY SUPPORT** Jade Butay’s nomination to be the Director of the Department of Labor and Industrial Relations. Jade is highly qualified for this position.

Jade Butay has been Director of the State Department of Transportation and Deputy Director of DLIR and i can say during his term he has demonstrated a good leadership and Ohana feel vibe.

Mahalo,

Chair Moriwaki, Vice-Chair Lee and Committee members

My name is Edmund “Fred” Hyun and I am submitting testimony as an individual in STRONG SUPPORT for Mr. Jade Butay. I would attend this hearing in person but am on my way to an international training conference.

I have known Jade since 2015 and have nothing but respect and admiration for professional bearing, his growth and accomplishments. Jade is known as a hard working, highly ethical and committed Administrator. He is very analytical and thorough in his research and actions.

Jade is a recognized figure in the Filipino community and received numerous accolades throughout the years. He remains humble and steadfast in his endeavors to improve his department and personnel.

I cannot say enough good things about Jade without him blushing. I am proud to know him and call him a dedicated individual of service to the people of Hawaii.

Thank you for allowing me to provide testimony again in STRONG SUPPORT of Mr Jade Tabios Butay.

April 14, 2023
3:00 PM
Conference Room 224 & Videoconference State Capitol
415 South Beretania Street

GM 515

Submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

COMMITTEE ON LABOR AND TECHNOLOGY

Chair Sharon Y. Moriwaki, Vice Chair Chris Lee and Honorable members of the Senate Committee on Labor and Technology. Good afternoon and thank you for the opportunity to submit favorable consideration and confirmation as the Director, Department of Labor and Industrial Relations (DLIR), Gubernatorial Nominee, JADE T. BUTAY, for a term to expire at noon on 12-07-2026.

My name is Clarita B. Hironaka, Ph.D. in economics from UH at Manoa, and worked in the Hawaii state system for over one-fourth of a century. I was the Program Evaluation and Analytical Manager at the Hawaii Department of Transportation's, Planning, Programming, & Budgeting (PPB), Management Analytical Office last year and currently retired, and I respectfully request for your strong support to confirm as Director of DLIR, Gubernatorial nominee, JADE T. BUTAY, for a term to expire on 12-07-2026.

I worked for Mr. Jade T. Butay when he was First Deputy Director and then became Director of the state's Department of Transportation. The PPB office at the Department of Transportation provided principal staff support to the First Deputy Director and the Director in overseeing and implementation of the established budget process. I found Mr. Jade T. Butay as a hard-working First Deputy Director and Director in the State Department of Transportation. He has an extraordinarily strong, good work ethic. He has also been a reliable leader in the Department. Even during the early part of the pandemic, he physically came to work around 7:30 am and left the office after 4:30 pm, after he completed the needed business during each day. Mr. Butay can surely be an asset at the helm of DLIR.

I strongly urge you to confirm appointment of Mr. JADE T. BUTAY as Director of DLIR. Thank you for this opportunity to provide support.

Patrick McCain
910 Kapahulu Ave #609
Honolulu HI 96816
(808) 372-0329
stlpatmccain@yahoo.com

The Honorable Sharon Y. Moriwaki
Chair
Committee on Labor and Technology
Hawaii State Senate
State Capitol
Honolulu Hawaii 96813

Re: Governor's Message 515 Nominating Jade Butay to the position of Director Department of Labor and Industrial Relations.

Dear Madame Chair and members of the Senate Committee on Labor and Industrial Relations,

I am Patrick McCain and I am supporting Jade Butay to serve as Director of Department of Labor and Industrial Relations. Jade is as honest as the day is long. He is well educated and I submit likely the smartest person in the room right now. He has served as Deputy Director of the Department of Labor and Industrial Relations in a prior administration so he knows the department and I am sure hit the ground running already.

Please support this very worthy candidate, we all will benefit from his expertise and service.

Aloha

Patrick McCain

Chair Moriwaki, Vice Chair Lee and members of the Committee on Labor and Technology,

My name is Ryker Wada and I am testifying in STRONG SUPPORT of Jade Butay for his confirmation as Director of the Department of Labor.

I have been fortunate to have had experience both personally and professionally with Jade and have found him to be a hard working problem solver who easily communicates and gets things done. His skillset lends itself to success in this difficult position which is evidence by his performance in similar roles previously. I wholeheartedly believe he will serve the State of Hawaii to the best of his abilities.

Thank you for the opportunity to testify.

GM-515

Submitted on: 4/12/2023 2:40:52 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Naalehu Anthony	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Moriwaki, Vice Chair Lee and Members of the Committee,

I am in strong SUPPORT of Jade Butay's confirmation as the Director to the Department of Labor and Industrial Relations. I served with Jade on the Board of Water Supply for more than two years while he was the Director of the Department of Transportation. Jade brought a unique combination of skills and experiences as the DOT director to the BWS and was instrumental in bringing his sharp perspective to the BWS when we were in crisis with Red Hill. Jade's previous time as the Deputy at DLIR make him the perfect candidate to step into the leadership role as director now.

I have no doubt that Jade will be an outstanding Director of the Department of Labor and Industrial Relations, he has the experience and leadership qualities necessary to excel in this role.

Mahalo nui for your time and attention,

Na'alehu Anthony

GM-515

Submitted on: 4/12/2023 9:03:38 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
John Bickel	Individual	Support	Written Testimony Only

Comments:

Jade has excellent experience in Transportation and Labor and would make a good director.

GM-515

Submitted on: 4/12/2023 9:22:25 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Patricia Mcmanaman	Individual	Support	Written Testimony Only

Comments:

Chair Moriwaki, Vice Chair Lee, and Members of the Committee

I strongly support Jade Butay for the position of the Director of Labor and Industrial Relations. I have known and collaborated with Jade since 2011 when he was a Deputy Director at the Department of Transportation. Jade has an in-depth understanding of governmental processes, and management, and is highly collaborative.

Throughout his years in government, Jade has retained an accessible and collaborative relationship with the community and non-profit organizations. Although sometimes "grumpy," when working with the community, we can always count on Jade to come to the correct resolution on important issues. Indeed, his "grumpiness" has become part of his charm.

Jade's vast experiences and knowledge will also assist the Department of Labor and Industrial Relations as it moves forward to bring its IT systems into compliance with federal language access laws.

Jade is the right person to lead the DLIR at this time.

Thank you for the opportunity to testify.

Pat McManaman

GM-515

Submitted on: 4/12/2023 9:45:19 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Amelia Cabatu	Individual	Support	Written Testimony Only

Comments:

My name is Amelia Cabatu and I SUPPORT Mr Jade Butay for Director of DLIR. Mr Jade Butay comes from a working class immigrant family from the Philippines and truly understands the importance of the DLIR mission to support Hawaii's workforce. I am a caregiver and my husband is a housekeeper for a major Hotel in Waikiki and we believe Mr Jade Butay will demonstrate compassion and fairness in understanding the concerns of our workload and problems in the workforce.

He has had private sector work and Manangement experience and has the integrity and communication skills to work collaboratively with others.

Aloha Senators:

Re: Letter in support of Jade Butay's confirmation as State of Hawaii DLIR Director

My name is Cecilia Villafuerte and I support Mr. Jade Butay for Director of DLIR.

I live in Kalihi and am active member and past president of the following organizations: Filipino Chamber of Commerce, Filipino Business Women's Association, and Rotary Club of Ewa Beach.

Jade Butay is highly qualified, experienced, and dedicated to the mission of DLIR to increase the economic well-being of Hawaii's workforce.

Mr. Butay comes from a working-class immigrant family from the Philippines and understands the importance of DLIR mission to support Hawaii workers.

He graduated from public schools, received business degrees from UH Manoa.

For over a decade, he has demonstrated his competence to lead and serve our state as Director or Deputy for the Department of Transportation and Deputy in DLIR.

He has integrity, is honest, communicates clearly, listens carefully, and works collaboratively with his coworkers, employees and others.

Mr. Butay is active in the Filipino community and is highly respected in the Filipino community for his leadership and service.

Filipinos are now the 2nd largest ethnic group in the state and every fourth person in the state has Filipino ancestry. We feel it is important in a multi-culture and ethnic community to be inclusive

and for the Cabinet to include competent Filipino leaders such as Jade Butay.

Thank you for your kind consideration.

Sincerely yours,

Cecilia Villafuerte
1718 Fernandez St
Honolulu, HI 96819
Ph: (808) 780-4985
Email: ceciliavillafuerte@gmail.com

GM-515

Submitted on: 4/12/2023 10:23:01 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alan B Burdick	Individual	Support	Written Testimony Only

Comments:

I've been working for the Office of Community Services for nearly ten years now. OCS serves economically disadvantaged people - among other things we administer several federal food-security programs, which have become very critical during Covid. OCS also has a very robust unit that administers most of the Grants-in-Aid for non-profits that are funded by the State Legislature pursuant to HRS Chapter 42F. Tens of millions of dollars. OCS is an essential agency.

OCS is an "attached agency" of the Department of Labor and Industrial Relations. Sometimes we're treated as a step-child of the Department. Indeed, during the height of the Covid epidemic, when the State's funds were low, there was a move to shrink the State government. DLIR faced the need to close a division, and OCS was on the line, because the key question was "does the division serve a central purpose of the department?" In a Labor Department, where the focus is unemployment insurance, wages & hours enforcement, workers' health and safety, OCS is on the outskirts. We're NOT "central" to the department, but the State Constitution dictates that an agency like OCS has to be "attached" to a department. We barely survived the inquisition. (Another division did get the axe, though. The cutting was serious.)

Once in a while, we have a department director who really appreciates our work at OCS. JADE BUTAY is our new department director, but he's hardly a stranger. He has been Deputy Director of DLIR before he became Director of Transportation for 8 years. Transportation, like Labor, is a huge department. He did the job there very well. Now he's back as nominee to be Director.

Jade is a strong supporter of OCS. For this and multiple other reasons, he should be confirmed.

Date: April 11, 2023

From: Alexander S. Ribao

RE: **Strong Support of GM515** – Relating to Jade Butay’s Nomination to be the Director of Labor and Industrial Relations

Aloha,

My name is Alexander S. Ribao and I **STRONGLY SUPPORT** GM515 – the nomination of Mr. Jade Butay to be the Director of the Department of Labor and Industrial Relations (DLIR). For the past 8 years, Jade served as the Deputy Director and later as the as Director of Transportation (DOT) under Governor Ige’s administration. As Deputy Director, he worked planning and established policies and regulations for three of the critical divisions of DOT (Airports, Harbors, and Highways). As Director, he exercised effective leadership and guidance over the entire department, which is comprised of 2,300 people and directed the overall implementation of Hawaii State government’s transportation duties and initiatives.

Jade also has working experience with DLIR in which he served as the Deputy Director. In this role, Jade was involved in planning, coordinating, and implementing programs for employment services. He also has worked on wage and hour issues, fair employment practices and employment security appeals. Because Jade is familiar with the many divisions within DLIR, he is a strong candidate for the director position.

Besides his leadership positions in the State of Hawaii, Jade has worked with private sectors such as R. Casido Construction LLC in Waipahu and WEBB Construction LLC in Kailua. Jade has also served as a consultant in projects in Seattle, San Francisco, and in Honolulu.

With his diverse experience, Jade Butay is well prepared to lead the Department of Labor and Industrial Relations.

Sincerely,
Alexander S. Ribao

GM-515

Submitted on: 4/13/2023 7:10:39 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Phyllis Shimabukuro	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Moriwaki, Vice Lee and Members of the Committee,

I support Jade Tabios Butay, GM 515 for Director of the Department of Labor and Industrial Relations. I have worked professional with Mr. Butay for almost eight years while he served as First Deputy and Director of the Department of Transportation. He is a dedicated, responsive and collaborative leader and works well with other agencies. His professional experience with the State and Federal government, and the private sector will serve the department well. Mahalo for the opportunity to submit testimony in support of GM 515.

GM-515

Submitted on: 4/13/2023 9:04:31 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Vicky Cayetano	Individual	Support	Written Testimony Only

Comments:

Dear Members of the Labor and Technology Committee,

I am writing in support of the confirmation of Mr, Jade Butay as Director of Labor and Industrial Relations.

Mr. Butay's work ethic and years of experience in the government are qualities that will help him in his role as Director of Labor and Industrial Relations.

Mr. Butay has shown his ability to work with people at all levels as reflected in his previous position. His humility and willingness to listen are traits that cabinet directors should have, in order to work productively and cohesively with members of the legislature and administration.

For these reasons and others too many to mention, I respectfully urge the members to confirm Mr. Jade Butay as Director of Labor and Industrial Relations.

Very truly yours,

Vicky Cayetano

GM-515

Submitted on: 4/13/2023 9:07:56 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mitsie Kim	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Moriwaki, Vice Chair Lee and Members of the Committee:

It is with great pleasure that I write this letter of recommendation in support for Jade Butay for Director of the Department of Labor and Industrial Relations.

By way of introduction, my name is Mitsie Kim and I am a Program Specialist in the Office of Community Services in the Department of Labor and Industrial Relations. This letter of support reflects my own opinion as an individual and as an employee.

Mr. Butay has a deep understanding of the policies, procedures, and best management practices of the department and its different divisions. Mr. Butay understands every organization applying for funding in the form of a grant-in-aid application must comply with the State Cost Principles and past precedent procedures. Thus, each applicant is unique and requires due diligence and correct oversight by the Office of Community Services.

On a personal note, Mr. Butay is an outstanding individual looking to serve his community and state with honesty and integrity. Mr. Butay listens and asks questions to understand the issues facing our community. I believe Mr. Butay will execute his duties with fairness and competence.

Thank you for your time and consideration.

Mahalo,

Mitsie Kim

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

Friday, April 14, 2023

3:00 PM

Conference Room 224 & Videoconference

State Capitol

415 South Beretania Street

GM515

Testimony in SUPPORT of JADE BUTAY as the Director, Department of Labor and Industrial Relations

Aloha Chair Moriwaki, Vice Chair Lee and Members of the Committee,

I strongly support the confirmation of Jade Butay as the Director of the Department of Labor and Industrial Relations (DLIR). I have known Jade for over 15 years and I'm confident that our community will benefit significantly if he is confirmed as the DLIR Director.

As a nonprofit professional and community volunteer, I have been fortunate enough to work and volunteer alongside Jade in service to our community. Our paths have crossed in spending time with college-bound students discussing potential career pathways, encouraging community involvement and mentoring for those considering future leadership positions, celebrating and encouraging cultural awareness, and honoring the contributions of community leaders. From grassroots gatherings to meetings with Ambassadors, Jade is able to represent the State of Hawaii and connect with others in a meaningful and respected manner.

Jade's continuous service and dedication to our Hawaii community precedes any official titles and it is not divided between professional or personal, but rather is a reflection of his overall character and of his ongoing care and dedication to those that make up our Hawaii community.

Jade Butay will not only bring his knowledge, experience and care for our community as the Director of DLIR, but he will also bring with him a community of others who also share his desire to be of service in caring for Hawaii's people. This multiplier effect and ability to connect with others for the good of Hawaii's people is the key to success for any Director position.

Mahalo for your consideration,



Luella Costales

GAIL A HARUKI
2667 Tantalus Drive
Honolulu, HI USA 96813
(808) 265-7777

April 12, 2023

The Honorable Sharon Y Moriwaki
State Senate
State Capitol
Honolulu, Hawaii. 96813

Dear Senator Moriwaki:

The purpose of this letter is to offer my strong support of Gubernatorial Nominee, Mr. Jade Butay, for consideration and confirmation as the Director, Department of Labor and Industrial Relations, for a term to expire at noon on December 07, 2026. I understand that your committee will be holding a hearing on Mr. Butay's appointment on Friday, April 14, 2023, at 3:00 pm. Regrettably, I will be unable to personally testify on his behalf. However, I have chosen to express my views in this letter.

I have know Mr. Butay for about the past 20 years. We worked together in the Department of Business, Economic Development, and Tourism in the mid 1990's. Since then, he has continued his career in public service in the State Department of Labor and the State Department of Transportation. Through these positions, he is well qualified to continue this important position in State Government. He has a solid educational background, with both his bachelors and masters degrees.

Most importantly, Mr. Butay is an individual of the highest personal integrity and demonstrates the highest of business ethics.

Your favorable consideration would be appreciated.

Sincerely,

Gail A Haruki

TESTIMONY OF SCOTT T. MURAKAMI
BEFORE THE SENATE COMMITTEE ON LABOR AND TECHNOLOGY

In consideration of GOVERNOR'S MESSAGE 515

Friday, April 14, 2023
3:00PM, Conference Room 224

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, JADE BUTAY, FOR A TERM TO EXPIRE AT NOON ON 12-07-2026.

Chair Moriwaki, Vice-Chair Lee, and members of the committee:

Thank you very much for the opportunity to testify on Governor's Message 515 regarding the appointment of Mr. Jade Butay to serve as the Director of the Department of Labor and Industrial Relations. I **STRONGLY SUPPORT** his nomination.

I've had the honor of knowing and working with Mr. Butay first in 2013-2014 as the deputy Director of the Department of Labor and Industrial Relations and most recently, during his tenure as the Director of the Department of Transportation as colleagues on Governor Ige's Cabinet. In both capacities, I've found working with Mr. Butay an absolute pleasure.

During the COVID-19 crisis, the State of Hawaii Department of Transportation was extremely busy addressing issues including, but not limited to, quarantine of cruise ships docking in Honolulu Harbor, screening for COVID-19 through the implementation of technology and testing stations at our airports, and maintaining the supply chain of essential goods to our islands. While addressing the abundance of logistical and traveler safety issues, Mr. Butay remained committed to supporting our efforts of equipping and staffing the Hawaii Convention Center as the Unemployment Insurance Response Center. Through his leadership and guidance, the State of Hawaii Department of Transportation provided much needed equipment and personnel that contributed significantly to over 190,000¹ Hawaii residents successfully filing their initial UI claims between the months of April and May 2020.

Jade is a quiet and effective leader who carries out his duty to the public from behinds the scenes. He is humble, extremely collaborative, cooperative, and is always accessible. I **WHOLEHEARTEDLY SUPPORT** gubernatorial nominee Jade Butay for the Director of the Department of Labor and Industrial Relations. Thank you very much for the opportunity to testify.

¹ Unemployment Insurance Weekly Claims Data, Employment & Training Administration (ETA) – U.S. Department of Labor, [Report r539cy, Employment & Training Administration \(ETA\) - U.S. Department of Labor \(doleta.gov\)](https://www.dolaleta.gov/reports/r539cy), March 31, 2023.

GM-515

Submitted on: 4/13/2023 10:35:31 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kate Stanley	Individual	Support	Written Testimony Only

Comments:

TO: Senator Sharon Y. Moriwaki, Chair Senate Committee on Labor and Technology

Senator Chris Lee, Vice Chair Senate Committee on Labor and Technology

Members Senate Committee on Labor and Technology

FROM: Kate Stanley

SUBJECT: Testimony in support of Jafe Butay, for consideration and confirmation as Director of the Department of Labor and Industrail Relations, GM 515.

I am Kate Stanley testifying in my individual capacity in support of the confirmation of Jade Butay as Director of the Department of Labor and Industrail Relations.

I have known and worked with Jade for close to 20 years. Jade has a commitment to the working people of Hawaii and demonstrates a willinness to work hard. Attributes that will make him a good Director for the Department.

Jade hs been at the Legislature consistently and I know that he is advocating for the working men and women of Hawaii.

Without reservation I recommend that the Committee on Labor and Technolgy support Jade Butay as Director of the Department of Labor and Industrail Relations.

TESTIMONY OF ROBERT TOYOFUKU IN SUPPORT OF THE NOMINATION OF
JADE BUTAY AS DIRECTOR OF THE DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS

April 13, 2023

To: Chairperson Sharon Moriwaki and Members of the Senate Committee on Labor and Technology:

My name is Bob Toyofuku and I am an attorney licensed in the State of Hawaii and have been primarily involved in government affairs for the past 40 years. I am testifying in strong support of Jade Butay as the Director of the Department of Labor and Industrial Relations.

I have had the opportunity to work on several issues with Mr. Butay during the past few years when he was the Director of the Department of Transportation. We had many meetings and discussions regarding transportation matters especially regarding one of my clients. He was always very accessible to discuss the issues and was always fair and willing to listen to all sides of the issue I was involved with. He displayed a very positive attitude and was interested in solving the problems that we discussed. Also, he did not hesitate to make a decision in order to resolve an issue.

His understanding of the challenges that a Department must deal with and his skills and ability to listen to everyone and to solve problems makes him well suited to be the Director of the Department of Labor and Industrial Relations.

I wholeheartedly support his nomination and urge this committee to recommend him for this position and for the Senate to confirm him as the Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to submit this testimony.

GM-515

Submitted on: 4/13/2023 10:46:09 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Virgilio dela Cruz	Individual	Support	Written Testimony Only

Comments:

I'm a current employee at the State Department of Transportation-Airport Division for more than 10 years now. I have witnessed how compassionate and approachable Mr. Jade Butay is as a leader when he was the Deputy Director and Director of our Department. With his knowledge of State government operations and wealth of experience as Director of a department, I have no doubt that he will effectively lead the Department of Labor and Industrial Relations. I strongly support Mr. Butay's nomination and I respectfully urge this honorable committee to do the same. Thank you for the opportunity to submit my testimony.

GM-515

Submitted on: 4/13/2023 10:58:44 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Matt Matsunaga	Individual	Support	In Person

Comments:

To: Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

Members of the Committee on Labor and Technology

Date: Friday, April 14, 2023

Time: 3:00 p.m.

Place: Conference Room 224

State Capitol

415 South Beretania Street

Support for GM 515

I strongly support GM 515, submitting for consideration and confirmation as the Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, JADE BUTAY, for a term to expire at noon on 12-07-2026.

Jade has served the State for the past 12 years, and during his service I have observed the following:

1. DLIR administers programs designed to increase the economic security, physical and economic well-being, and productivity of workers and to achieve good labor management relations, including the administration of workers' compensation, employment security,

apprenticeship training, wage and hour, and industrial relations laws. The Department also has the function of developing, preparing, and disseminating information on employment, unemployment, and general labor market conditions.

2. Jade has a rich history of public service, serving as a Deputy and Director for the Department of Transportation and as a Deputy for DLIR.

3. He also has an impressive background in the business sector, giving him a strong foundation for understanding how employers operate.

4. He has always impressed me as a dedicated leader who leads by example.

5. He appears more concerned with creating a work environment conducive to productivity and Aloha, than in promoting himself.

6. He is approachable and sincere in his beliefs.

7. He has already been doing a great job as the acting Director, and will continue his stellar efforts going forward.

As such, I fully support the confirmation of Jade as the Director of DLIR.

Thank you for your consideration.

Matt Matsunaga

GM-515

Submitted on: 4/13/2023 11:13:20 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sol Solleza	Individual	Support	Written Testimony Only

Comments:

Dear SIR/MADAM:

We fully endorse the appointment of Mr. Jade Butay as the Director of the Department of Labor and Industrial Relations. Mr. Butay has demonstrated exceptional support and assistance to the Travel Industry, especially during the pandemic. He has been proactive in anticipating the industry's needs and providing guidelines on government support without waiting for requests from the airlines. His measures have helped sustain airlines during the critical period, and we believe he will continue to be an asset to the industry in his new role.

Sol Solleza

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

Friday April 14, 2023

3:00 PM

Conference Room 224 & Videoconference

State Capitol 415 South Beretania Street.

GM515

Testimony in SUPPORT of JADE BUTAY as the Director, Department of Labor and Industrial Relations

Dear Chair Moriwaki, Vice Chair Lee and Members of the Committee.

My name is David Nakao and I am a Program Specialist from the Office of Community Services. I am submitting testimony in strong support for confirming Mr. Jade Butay for Director of the Department of Labor and Industrial Relations (DLIR).

Since being appointed Director of DLIR, Jade has been a great support to our Office and our work as we continue to work with various organizations who were awarded Grant In Aid (GIAs) from the 2022 Legislature. Although every GIA award is different, Jade has been supportive of our offices efforts to uphold State cost principles and policies to ensure they are followed.

For the few occasions that we coincidentally ran into each other, either during the day or leaving the office, Jade has taken the time to have a quick and friendly conversation with me. He is a welcoming and open person to talk to and helps to create a positive work environment.

I believe Jade is dedicated to fulfilling his duties and feel he represents our Office's values to strengthen communities and improve lives and is why I strongly support his appointment as the Director of Department of Labor and Industrial Relations.

Thank you for your consideration,



David Nakao

GM-515

Submitted on: 4/13/2023 11:20:54 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Bernardino R. Menor Jr.	Individual	Support	Written Testimony Only

Comments:

My name is Bernardino R. Menor Jr., and I live in Waialua, Hawaii. I STRONGLY SUPPORT Jade Butay’s nomination to be the Director of the Department of Labor and Industrial Relations. Jade is highly qualified for this position with great experience at high management levels in the State government.

Jade Butay has been Director of the State Department of Transportation and Deputy Director of DLIR. As Deputy Director of DLIR, he supervised many departmental initiatives, including planning, coordinating, and implementing programs for employment services, the federal Workforce Investment Act. He has worked on initiatives relating to many areas of insurance such as workers’ compensation, temporary disability insurance, and prepaid health care. He also worked at DLIR on wage and hours issues, fair employment practices, and employment security appeals. Based on his past work experience, not only from the State government but also from private sector, I am confident that he is thoroughly familiar with the work on DLIR’s many divisions.

In summary, Jade Butay is extremely well prepared to lead the Department of Labor and Industrial Relations. I strongly urge you to give Advice and Consent to his nomination. Thank you for the opportunity to testify.

**TESTIMONY BY JAMES KUNANE TOKIOKA
REGARDING**

**GOVERNOR'S MESSAGE 515 – SUBMITTING FOR CONSIDERATION AND
CONFIRMATION AS THE DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL
RELATIONS, GUBERNATORIAL NOMINEE, FOR TERM TO EXPIRE
DECEMBER 7, 2026.**

**Senate Committee on Government Operations
April 14, 2023, 3:00 p.m.
Room 224 & Teleconference**

Aloha Chair Moriwaki, Vice Chair Lee and Members of the Committee:

Thank you for the opportunity to submit testimony in support of Gubernatorial Nominee Jade Butay as Director, Department of Labor and Industrial Relations. I have known Mr. Butay for over 11 years and worked with him on various initiatives during my time as a House Member. I found Mr. Butay to be passionate, hardworking and knowledgeable. Mr. Butay's years of work experience in state government provides him the ability to take on the role as Director.

Approving Mr. Butay's nomination as the Director will provide proven leadership and experience for the Department of Labor and Industrial Relations.

I respectfully ask your committee to advise and consent to this nomination, and I thank you for your consideration of my testimony.

GM-515

Submitted on: 4/13/2023 12:10:25 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Marizel dela Cruz	Individual	Support	Written Testimony Only

Comments:

I have known Mr. Jade Butay for more than 5 years through his various involvement in the community. He is a natural leader willing to listen to other people's view and a collaborative one. With his extensive knowledge of being in a managerial positions in various government departments, coupled with his collaborative skills, I strongly support Mr. Butay's nomination. I humbly ask this committee to favorably advance Mr. Butay's nomination to the Sanate floor. Thank you for the opportunity to submit my testimony.

GM-515

Submitted on: 4/13/2023 12:13:30 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Raymund Llanes Liongson	Individual	Support	Written Testimony Only

Comments:

April 12, 2023

The Honorable Ronald D. Kouchi, Senate President
and Members of the Senate

Thirty-Second State Legislature
State Capitol, Room 409
Honolulu, Hawai'i 96813

Honorable Senate President,

My name is Raymund Liongson, a resident of Ewa Beach and a retired tenured professor of UH-Leeward CC. I like to submit my **strong support** for the nomination of Mr. **JADE BUTAY** as Director of the Hawaii State Department of Labor and Industrial Relations.

I have known Mr Butay to be a dedicated, competent, and honest public servant who has served in both State and federal levels, as well as in the private entrepreneurial sector. Mr Butay's tested leadership experience and outstanding relationship with the public – with the remarkable ability to listen and communicate and translate public aspirations into sensible programs – is highly commendable.

As a former Hawaii Civil Rights Commissioner and aware that this Commission (and other State concerns related to labor rights, immigration, language access, and others) is under the DLIR, I am particularly interested in a nominee's position in these areas. Mr Butay has consistently demonstrated his broad-minded alignment with the people's interest and is prepared and capable to assume the leadership responsibilities related to addressing these important concerns.

I strongly endorse Mr Jade Butay's nomination for the Directorship of the Hawaii State Department of Labor and Industrial Relations.

Thank you for considering my testimony.

Raymund Llanes Liongson, PhD
91-892 Nohoihoewa Place
Ewa Beach, HI 96706

rliongson@gmail.com
(808) 381-4315

TESTIMONY OF
KEITH A. REGAN
HONOLULU, HAWAII

TO THE
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

FRIDAY, APRIL 14, 2023, 3:00 P.M.
CONFERENCE ROOM 224

GM515

Honorable Chair Moriwaki, Vice Chair Lee, and members of the Committee on Labor and Technology, I am providing testimony in support of GM515, the confirmation of Jade Butay as the Director, Department of Labor and Industrial Relations.

I have had the honor of working with Mr. Butay for more than four years in his capacity as the Director of the Department of Transportation. In his role as director, I found him to be professional, responsive, and supportive. Mr. Butay is a dedicated and competent public servant who has committed himself to serving the public through his more than 12-years of senior-level work experience leading the Department of Transportation and the Department of Labor and Industrial Relations in different roles. His experience in setting the strategic vision and direction for critical infrastructure and operational departments will serve him well as the department navigates through the post-COVID environment.

Mr. Butay has the prior experience serving as the Deputy Director of the Department of Labor and Industrial Relations where he supervised many of the core functions that support the overall mission, goals, and objectives essential to delivering the critically important services necessary to provide relief to those in need of employment. He has a keen awareness and understanding of how State government functions which will play an equally important role in ensuring that the department is able to pivot and evolve as the employment environment continues to change. Mr. Butay's ability to pivot were evident during the COVID pandemic where he was able to transform and redirect his team to support other missions that ultimately helped save lives.

Mr. Butay's extensive resume and many accomplishments make him an excellent candidate for the position of Director of the Department of Labor and Industrial Relations and, for these reasons, I humbly ask you to please support the confirmation of Jade Butay as the Director of the Department of Labor and Industrial Relations.

GM-515

Submitted on: 4/13/2023 12:34:14 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
David Gustafson	Individual	Support	Written Testimony Only

Comments:

Chair Moriwaki, Vice Chair Lee and members of the committee

I strongly support Jade Butay for DLIR director. He is very qualified to lead this important state agency responsible for improving the economic well-being of our state. He is a product of our public schools has a business undergraduate and graduate degrees.

He led the Department of Transportation, one of the largest state agencies and accomplished many critical programs. It should be noted that he ably addressed urgent, new and complex efforts during the pandemic. He will be able to bring his leadership, good judgement, and experience to DLIR. He is from a working class immigrant family and understands the need to support and expand economic opportunities for Hawa'ii families.

Jade's leadership can be seen in the programs he developed and completed. He has integrity and is an inclusive leader who encourages his team to accomplish tasks, to identify issues and meet the mission of DLIR.

He is a capable and competent administrator who has integrity and is goal oriented and result oriented.

David Gustafson

GM-515

Submitted on: 4/13/2023 12:47:04 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Liza Ryan Gill	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Liza Ryan Gill, I run the Hawai'i Coalition for Immigrant Rights (HCIR) and I support Mr. Jade Butay for Director of DLIR.

With more than 25 organizational members HCIR, is the only organization bringing together the varied and rich voices of different immigrant and Limited-English Proficient communities to advocate for state and federal policy change. We support Jade's nomination because we know he understands the challenge that the 18% of our population that is foreign-born faces in the employment sector.

Mahalo nunui,

Liza Ryan Gill

TESTIMONY OF
JO ANN UCHIDA TAKEUCHI
TO THE
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Friday, April 14, 2023
3:00 p.m.
Conference Room 224

**TESTIMONY IN SUPPORT OF GOVERNOR'S MESSAGE 515,
NOMINATING JADE BUTAY AS THE
DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS**

TO: THE HONORABLE SHARON Y. MORIWAKI, CHAIR
THE HONORABLE CHRIS LEE, VICE CHAIR,
AND MEMBERS OF THE COMMITTEE:

I am testifying in **support** of the appointment of JADE BUTAY to serve as the Director of Labor and Industrial Relations. My name is Jo Ann Uchida Takeuchi, and I formerly served as Deputy Director of the Department of Commerce and Consumer Affairs. In that capacity, I had many opportunities to work with Mr. Butay in his capacity as Director and Deputy Director of the Department of Transportation, and as Deputy Director of the Department of Labor and Industrial Relations.

In his various capacities, I observed Mr. Butay to be responsive and helpful on matters that intersected with our departments' jurisdictions, and he was always open and willing to proactively suggest solutions to the challenges that may have arisen. Mr Butay is a dedicated, loyal, insightful and collaborative leader who has demonstrated that he possesses the skills, temperament and abilities needed to lead the Department of Labor and Industrial Relations.

I believe that Mr. Butay will be a highly effective member of the Green administration, and respectfully request that the committee recommend approval of his nomination as Director of Labor and Industrial Relations.

Thank you for the opportunity to provide testimony to support G.M. 515.

GM-515

Submitted on: 4/13/2023 12:58:51 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nancy L. Bernal	Individual	Support	Written Testimony Only

Comments:

I strongly support Jade's nomination for DLIR Director

GM-515

Submitted on: 4/13/2023 1:15:02 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Hermie M Pagaduan	Individual	Support	Written Testimony Only

Comments:

Hi,

My name is Hermie M Pagaduan and I support Mr. Jade Butay for Director of DLIR.

Jade Butay is highly qualified, experienced and dedicated to the mission of DLIR to increase the economic well-being of Hawaii's workforce.

Mr. Butay comes from a working class immigrant family from the Philippines and understands the importance of DLIR mission to support Hawaii workers.

He graduated from public schools, received business degrees from UHManoa (undergraduate and Babson (graduate)

For over a decade, he has demonstrated his competence to lead and serve our state as Director or Deputy for the Department of Transportation and Deputy in DLIR.

He has also private sector work and management experience,

He has integrity, is honest, communicates clearly, listens carefully and works collaboratively with colleagues, employees and others.

Mr. Butay is active in the Filipino community and consistently mentors youth and is highly respected in the Filipino community for his leadership and service.

Filipino leaders such as Jade Butay.

Thank you.

GM-515

Submitted on: 4/13/2023 1:20:10 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Neal Palafox	Individual	Support	Remotely Via Zoom

Comments:

TESTIMONY IN STRONG SUPPORT OF GM 515

Submitted to

Senate Committee on Labor and Technology

Hawai`i State Capitol, Conference Room 224

April 14, 2023 • 3:00 pm

TO: Chair Sharon Y. Moriwaki
Vice-Chair Chris Lee
Members of the Senate Committee on Labor and Technology: Sen. Les Ihara
Jr.,
Sen. Kurt Fevella, and Sen. Gilbert S. C. Keith-Agaran

FR: Neal A. Palafox, MD MPH

**RE: IN SUPPORT OF GM 515 RELATING TO THE CONSIDERATION
AND CONFIRMATION OF JADE T. BUTAY AS THE DIRECTOR OF THE
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

I strongly support Jade Butay's nomination as the director of the Department of Labor and Industrial Relations (DLIR). Mr Butay has the academic training, work, and lived experience that makes him the ideal Director of DLIR.

Jade is an important and accomplished member of the Filipino community in Hawai'i. He is an immigrant from the Philippines, speaks both Ilocano and, Tagalog, and has proactively participated in many Filipino Community events and helped to address their needs...especially during the COVID 19 pandemic. He exemplifies what immigrants can do, has a strong work ethic, has great credibility within the Filipino Community, and works through a lens of health and work equity.

Jade is locally grown, having immigrated to Hawaii in the 6th Grade and having received his formal college education at the University of Hawaii. He comes with a finance and accounting background, and advanced training in entrepreneurship and marketing --- a required asset in times of economic challenges within the State of Hawai'i. He worked the local building industry, has managed contracts and projects in the Hawaii construction environment. Too he has worked in a very engaged manner in Hawaii's Government system as a senior advisor in the State and National Hawaii Congressional Offices for over 15 years. His level of lived experience and training makes him an ideal candidate for the job.

My voice of support comes from working with health and education disparities in Hawai'i' for over 30 years, and as an individual who is the son of Filipino immigrants who labored in the sugar industry. The individual who is placed in this senior directorship should firstly have the experiential and academic credentials to do the job, but equally important to represent the face and culture of the peoples who make up a major part of Hawaii's labor force ---the local ethnic minorities and immigrants. Jade has been a reassuring presence during the pandemic and always ready to lend his support. Through example Jade has dedicated himself to improving the life of our diverse community. Please confirm his nomination. Thank you for this opportunity to provide testimony.

GM-515

Submitted on: 4/13/2023 1:22:01 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mildred Macugay Asuncion	Individual	Support	Written Testimony Only

Comments:

Dear Sen. Moriwaki, Sen. Lee, and the Committee on Labor and Technology,

I am in full support of GM 515 to confirm Jade Butay as Director of Department of Labor and Industrial Relations.

I am Mildred M. Asuncion, submitting testimony as an individual. I am also the Co-Founder and Board Secretary of Sariling Gawa Youth Council, a nonprofit community organization (established in 1980) dedicated to empowering Filipino youth to become leaders and contributing citizens in Hawaii. Jade Butay, as a young student, was a participant in one of our leadership conferences.

Coming from a working class immigrant family from the Philippines, Jade understands and is fully aware of the importance of DLIR's mission to support workers in Hawaii. Furthermore, he is active and highly respected in the Filipino community in which he mentors youth and participates in worthwhile events.

For over ten years, he has served and demonstrated his competence to lead and serve our state as Director and Deputy for the Department of Transportation and Deputy Director of DLIR. His educational background and employment history shows that he is well qualified for the position of Director of DLIR.

In our state where Filipinos are now the second largest ethnic group, I feel that it is integral that the Cabinet include a competent Filipino leader such as Jade Butay.

I fully support Jade Butay's confirmation as Director of DLIR.

Sincerely,

Mildred M. Asuncion

April 13, 2023

To: Chair Sharon Y. Moriwaki, Vice-Chair Chris Lee and members of the Senate Committee on Labor and Technology

This letter is submitted in support of Mr. Jade Butay's nomination for the position of Director, Department of Labor and Industrial Relations (DLIR). The following points are not exhaustive but instead add to the testimonies of other supporters and to the Governor's enthusiasm for Mr. Butay:

- As enumerated in his resume, Mr. Butay brings a breadth of experience in the private sector and via his public service making him ideally suited to be the Director of the DLIR.
- For over a decade Mr. Butay has demonstrated great competence in leading and serving our state as Director and Deputy for the Department of Transportation and Deputy Director of the DLIR.
- Mr. Butay brings many years of institutional knowledge and deep experience with day-to-day practices that the position of Director of the DLIR requires in order to successfully engage with the dynamics of labor and industrial relations.
- As Director of Department of Transportation and team member of the previous administration, Mr. Butay was instrumental in helping to steer our state through the many complications during the COVID-19 pandemic that began in 2020.
- Mr. Butay comes from a working-class family, has run his own businesses, has collaborated with others in completing projects, and understands the importance of the DLIR mission to support workers in Hawai'i.
- As an emigre from the Philippines who is now a longtime resident of Hawai'i, Mr. Butay is another exemplary figure of the immigrant experience within a long lineage of immigrants to our 50th state from the Philippines, Japan, China, Korea, among others. Butay has made positive contributions to Hawai'i's economy with various business ventures as owner, as provider of employment for local workers, and as a public servant.
- Filipinos are the second largest ethnic group in the state while every fourth person in the state claims Filipino ancestry. Welcoming Mr. Butay into the position of Director of the DLIR would signify that Americans of Filipino ancestry with the requisite experience and skills, and notable achievements such as that which Mr. Butay holds, are truly valued earning his place within the highest levels of government in our culturally rich and ethnically diverse and talented State of Hawai'i.
- Finally, in an age of increased government scandals and corruption, it is noteworthy that Mr. Butay has always maintained a firm ethical composure and consistent professionalism that are foundational to building and sustaining trust among various stakeholders and that are core to the health of Democratic governance. As Director of the DLIR, Mr. Butay will continue to serve our State with great diligence and lead the DLIR with honor.

Sincerely,



Wayland Quintero, Ph.D.
Discipline Coordinator, Filipino Studies
Leeward Community College- University of Hawai'i system

GM-515

Submitted on: 4/13/2023 1:24:26 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mihoko Ito	Individual	Support	In Person

Comments:

Dear Chair Moriwaki, Vice Chair Lee and members of the Committee:

I submit this testimony in **strong support** of the nomination of Jade Butay as the Director of the Department of Labor and Industrial Relations. Jade has extensive experience as a government administrator, both with the Department of Transportation and the Department of Labor and Industrial Relations. In working with him personally, I have always found him to be helpful, straghforward and solution oriented in his approach. Because he understands both the inner workings of government and the business community, Jade will be a particular asset as the leader of the Department of Labor and Industrial Relations. I fully support his nomation as the director of the department, and ask the Committee to advise and consent to his nomination.

Thank you,

Mihoko Ito

GM-515

Submitted on: 4/13/2023 1:25:25 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Quirino A. Espejo Jr	Individual	Support	Written Testimony Only

Comments:

My name is Quirino A. Espejo Jr, and I live in Honolulu, Hawaii. I strongly support Jade Butay's nomination to be the Director of the Department of Labor and Industrial Relations. I have known Jade Butay for about four years, and he has shown his ability to lead and accomplish the task. He is highly qualified for this position and has long experience at high management levels in the State government.

Jade Butay worked as the State Department of Transportation Director from 2017 to 2022 and Deputy Director of DLIR from 2013 to 2014. As Deputy Director of DLIR, he supervised the planning, coordinating, and implementing programs for employment services, the federal Workforce Investment Act. He has worked on initiatives relating to many areas of insurance, such as workers' compensation, temporary disability insurance, and prepaid health care. He also worked at DLIR on wage and hours issues, fair employment practices, and employment security appeals. His prior experiences and accomplishments show that he is familiar with the work of the DLIR divisions.

**Testimony Presented Before the
Senate Committee on Labor and Technology
Friday, April 14, 2023, 3:00 p.m.
by
Clementina D. Ceria-Ulep, PhD, RN**

TO: Chair Sharon Y. Moriwaki
Vice-Chair Chris Lee
Members of the Senate Committee on Labor and Technology: Sen. Les Ihara Jr.,
Sen. Kurt Fevella, and Sen. Gilbert S. C. Keith-Agaran

FR: Clementina D. Ceria-Ulep, PhD, RN
Dean and Professor, Nancy Atmospera-Walch School of Nursing
University of Hawai'i at Mānoa

**RE: IN SUPPORT OF GM 515 RELATING TO THE CONSIDERATION AND
CONFIRMATION OF JADE T. BUTAY AS THE DIRECTOR OF THE DEPARTMENT
OF LABOR AND INDUSTRIAL RELATIONS**

It is with great honor to provide testimony in strong support of Jade Butay's nomination as the Director of the Department of Labor and Industrial Relations (DLIR). I serve as the Dean at the University of Hawai'i at Mānoa (UHM) Nancy Atmospera-Walch School of Nursing. I am not representing the University of Hawai'i but testifying on my own time and in my own capacity. I grew up in Kalihi Valley, a graduate of Farrington High School and now live in Pearl City.

I commend Governor Green for his nomination of Jade Butay to serve as director of DLIR. Although Filipinos are now the second largest ethnic group in Hawai'i, the talents and contributions of Filipinos often go unnoticed, and their needs overlooked. I am a member of FilCom CARES, a project of the Filipino Community Center (FilCOM) that organized at the height of the pandemic in 2020 to address the significant impact of COVID-19 statewide. I learned, as many of you, of how Native Hawaiians, Pacific Islanders, and Filipinos suffered disproportionately in terms of health, loss of jobs, and access to resources. Jade joined the broadcast of four of our radiothons to discuss the evolving guidance on domestic and international travel.

I believe that Jade would be an invaluable member of Governor Green's cabinet for the following reasons. Specifically, Jade: 1) is highly qualified, experienced and dedicated to the mission of DLIR to increase the economic well-being of Hawai'i's workforce; 2) understands the importance of DLIR mission to support Hawai'i workers noting his roots from a working class immigrant family from the Philippines; 3) graduated from Radford High School and received business degrees from UH-Manoa (bachelor's) and Babson (master's); 4) appreciates the history and cultures of Native Hawaiians as well as other groups that comprise our diverse workforce; and 5) has demonstrated his competence to lead and serve our state as Director and Deputy for the Department of Transportation and Deputy Director of DLIR.

Filipinos are now the second largest ethnic group in the state and every fourth person in the state has Filipino ancestry. I feel it is important in a multi-ethnic/multi-cultural community to be inclusive and for the Cabinet to include competent Filipino leaders such as Jade Butay.

I am heartened that Jade's hard work and dedication to improving the life of our diverse community is recognized and humbly ask for the Senate Committee on Labor and Technology to confirm his nomination. Thank you for this opportunity to provide testimony.

GM-515

Submitted on: 4/13/2023 1:35:47 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Maria Lucia L Pascual	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair and Members of the Committee, My name is Lucy Pascual,,an active member of various Filipino Organizations. I am testifying in favor of the nomination of Jade Butay as Dept of Labor and Industrial Relations Director. He comes from a working class immigrant family from the Philippines and truly understands the DLIR mission to support Hawaii workers, which for most of us immigrants have as our American dream...an opportunity to earn dollars and send monetary assistance to our family/extended family members in the Philippines. Thank you!

GM-515

Submitted on: 4/13/2023 1:47:31 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Susana Berardy	Individual	Support	Written Testimony Only

Comments:

I approved the appointment of Mr Jade Butay for Director of the Department of Labor .

He gets things done and he's smart and he leads by example.

GM-515

Submitted on: 4/13/2023 2:07:45 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaleoaloha Ladao	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Moriwaki, Vice Chair Lee and Members of the Committee:

I am writing this letter of support for Jade Butay for Director of the Department of Labor and Industrial Relations.

My name is Kaleo Ladao and I am a Program Specialist in the Office of Community Services (OCS) in the Department of Labor and Industrial Relations.

Mr. Butay is aware of policies and regulations that OCS must comply with. Furthermore, he understands that every grantee and application is unique and requires individualized review and oversight by OCS.

I believe Mr. Butay will execute his duties through active listening and fairness.

Mahalo for your consideration.

Kaleo Ladao

GM-515

Submitted on: 4/13/2023 2:12:40 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Marnelli Joy B. Ulep	Individual	Support	Written Testimony Only

Comments:

My name is Marnelli Joy Ulep and I support Mr. Jade Butay for Director of DLIR.

I am a Waipahu resident and am currently working as administrative staff at the University of Hawai'i-West Oahu campus. I am testifying as an individual and do not represent the University of Hawai'i.

Through my experience working in community organizations and in education, I see the value of perspectives and representation throughout all aspects of our community, including public serving agencies and offices. Mr. Butay comes from a working class immigrant family from the Philippines and understands the importance of DLIR to support Hawai'i's workers. As an engaged member of the Filipino community, he is respected for his service.

Mr. Butay also has experience in public and private sector organizations and is dedicated to the mission of DLIR to increase the economic well-being of Hawai'i's workforce.

Filipinos are now the second largest ethnic group in Hawai'i, with every fourth person in the state having Filipino ancestry. I feel it is important for the Cabinet to reflect our diverse community and it would be valuable to include leaders like Jade Butay.

GM-515

Submitted on: 4/13/2023 2:42:37 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
David Rodriguez	Individual	Support	Written Testimony Only

Comments:

Dear Honorable Senator Moriwaki,

I am testifying in strong support for G.M. 515, Jade Butay as your constituent from Senatorial District 12. Since 2010 it continues to be my privilege to work alongside Jade at the Department of Transportation (DOT) and currently at the DLIR.

Jade's calm and collective demeanor is evidence of his thoughtful process to listen, collaborate and manage expectations which was highlighted during the chaos of the novel coronavirus pandemic. During his leadership, the DOT pivoted to facilitate numerous safety operations while also stimulating our economy. He would never ask anyone to do something he would not do himself and led efforts of the ad hoc Hawaii Quarantine Taskforce made up of DOT volunteers like myself to check on hundreds of travelers arriving to our State.

I have witnessed his integrity and prudence which uncovered Ciber, Inc. fraudulent scheme and recovered \$31.7 million for the State. This prevailing outcome was a victory for Hawaii and a clear message to hold those accountable when they fail to deliver on what was promised.

Most of all I am inspired by his life of overcoming hardships and challenges as a successful legal immigrant from the Philippines. Jade's story of adversity illuminates how immigrants enrich and strengthen Hawaii's cultural diversity and prosperity. He is a trusted voice to Hawaii's Filipino community who knows first hand that being an immigrant gives you courage.

Jade's wisdom, experiences, and management of the complexities at the DOT and previous stint at the DLIR is an advantage to address the dynamics of labor and employment laws. His instinct to help all whose life has been dealt a poor hand is why I believe he is the right choice with a caring heart to lead the DLIR.

Thank you for allowing me to share my unwavering support for Jade Butay.

LATE

GM-515

Submitted on: 4/13/2023 3:00:25 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michelle Tagorda	Individual	Support	Written Testimony Only

Comments:

Dear Chair Sharon Y. Moriwaki, Vice-Chair Chris Lee, and members of the Senate Committee on Labor and Technology: Sen. Les Ihara Jr., Sen. Kurt Fevella, and Sen. Gilbert S. C. Keith-Agaran

I am writing to express my strong support for Jade Butay and his nomination as the director of the Department of Labor and Industrial Relations (DLIR). As a resident of O’ahu, and as a daughter of Filipino immigrants, I see the impact that Filipinos have in our communities across our islands. Adequate leadership of our communities begins with how our communities are represented in government. When it comes to the unique linguistic, cultural and historical differences of our communities across Hawai‘i, representation matters. I commend Governor Green for his nomination of Jade Butay to serve as director of DLIR to increase the representation of Filipinos in Hawai‘i’s leadership.

I have had the pleasure to experience Jade’s commitment to serving community, particularly in his engagement during the COVID-19 pandemic to support the work of FilCom CARES, a project of the Filipino Community Center (FilCOM) that was organized at the height of the pandemic in 2020 to address the significant impact of COVID-19 statewide and particular in our Filipino communities. I am inspired by his continued efforts to work toward addressing the inequities throughout the state. I humbly ask for the Senate Committee on Labor and Technology to confirm his nomination.

Thank you for this opportunity to provide testimony.

Michelle Tagorda-Kama

LATE

GM-515

Submitted on: 4/13/2023 3:05:42 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alice Kaahanui	Individual	Support	Written Testimony Only

Comments:

TESTIMONY IN STRONG SUPPORT OF GM 515

Submitted to

Senate Committee on Labor and Technology

Hawai'i State Capitol, Conference Room 224

April 14, 2023 | 3:00 pm

TO: Chair Senator Sharon Y. Moriwaki

Vice Chair Senator Chris Lee

Members of the Senate Committee on Labor and Technology: Senator Les Ihara, Jr.;
Senator Kurt Fevella, Senator Gilbert S. C. Keith-Agaran

FROM: Alice Cabel Ka'ahanui

Molokai-Lanai Outreach Coordinator, Fil-Com CARES

President, Kaunakakai Filipino Association

KFA Representative, Molokai Filipino Community Council

RE: IN SUPPORT OF GM 515 RELATING TO THE CONSIDERATION AND
CONFIRMATION OF JADE T. BUTAY AS THE DIRECTOR OF THE DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS

Aloha & Mabuhay! My name is Alice Cabel Ka'ahanui, and I am a constituent who lives on the island of Molokai, expressing my family's wholehearted support of Jade Butay's nomination as Director of the Department of Labor and Industrial Relations (DLIR). I moved back home to Molokai after 15 years on Oahu and have been actively involved in our community since I

returned. Currently I am the Molokai-Lanai Outreach Coordinator for Fil-Com CARES, President of the Kaunakakai Filipino Association, and a representative on the Molokai Filipino Community Council. I also sit on the Maunaloa Plantation Era Committee, Molokai Middle School School-Community Council, Hawai'i Museums Association, State Foundation on Culture and the Arts ARTS First partners, and Ola HAWAII Community Engagement Core. I am a homesteader, member of the Ho'olehua Homesteaders Association, and co-owner of Molokai Bred, our family farm. I believe in servant leadership and I believe the capacity to serve our community is a primarily responsibility for us as citizens.

As a child of a Sakada, I was raised with the values Filipinos in Hawai'i are best known for – being industrious, hospitable, and always putting faith and family first. The term “family” is described not just as extended family, but the community we live in. I believe Mr. Butay exemplifies these values. His experience mirrors our Sakadas' dream for us, their descendants, to pursue a college education, then to use that education to serve our communities. Mr. Butay not only used his education to serve his community, but to do so in leadership capacities. His over ten-year experience in Hawai'i's DBEDT, DOT and previous stint in DLIR ensures that he has vast experience in state government operations. His time in U. S. Congressman Neil Abercrombie's office as well as the private sector, including his own company, would be a benefit not just to the DLIR, but to all of us who live and work in this great state.

Filipinos are now the 2nd largest ethnic group in Hawai'i, and of all those who claimed part-Native Hawaiian ancestry, a majority lists Filipino as their other ethnicity. I hope that you will join me in supporting Mr. Jade Butay's nomination as he represents not just the majority in our state, but the servant leadership our Hawai'i deserves.

Mahalo!

LATE

GM-515

Submitted on: 4/13/2023 4:16:04 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nadine Ando	Individual	Support	Written Testimony Only

Comments:

I write in strong support for confirmation of Jade Butay as Director of the Department of Labor and Industrial Relations. Mr. Butay's resume reflects his extensive experience in leadership positions for several State of Hawaii departments, most recently as Director and First Deputy of DOT from 2014-2022. He previously served as Deputy Director for DLIR and has strong managerial and leadership skills that will no doubt serve him well in leading DLIR as its Director.

LATE

GM-515

Submitted on: 4/13/2023 9:49:09 PM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chace Shigemasa	Individual	Support	Written Testimony Only

Comments:

Strongly Support

LATE

GM-515

Submitted on: 4/14/2023 9:02:33 AM

Testimony for LBT on 4/14/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Carolyn Hildebrand	Individual	Support	Written Testimony Only

Comments:

Chair Moriwaki, Vice Chair Lee, and members of the Labor and Technology Committee.

Greetings!

Dignity of workers and their families, especially in periods of their unemployment during uncertain times, must be valued by our State. It is what makes workers continue to productive citizens, and not carry baggages of hurt and not wanting to care.

in this regard, I trust in Mr. Jade Butay, as someone who grasp this concern especially among the most vulnerable ones. In Hawaii, these include lower-wage earners who use to have 2-3 jobs to get by. It includes immigrants with limited capacity when it comes to English proficiency.

I continue to encourage you to please ask the hard questions, on where reforms and activism must be from within. The DLIR has to change in major ways.

Mahalo.

**TESTIMONY IN STRONG SUPPORT OF
GM 515**

LATE

**Submitted to
Senate Committee on Labor and Technology
Hawai`i State Capitol, Conference Room 224
April 14, 2023 • 3:00 pm**

TO: Chair Sharon Y. Moriwaki
Vice-Chair Chris Lee
Members of the Senate Committee on Labor and Technology: Sen. Les Ihara Jr.,
Sen. Kurt Fevella, and Sen. Gilbert S. C. Keith-Agaran

FR: Richalle Patague
FilCom CARES

**RE: IN SUPPORT OF GM 515 RELATING TO THE CONSIDERATION AND CONFIRMATION
OF JADE T. BUTAY AS THE DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

I am writing this testimony in full support of the State of Hawaii, Legislation, GM 515, which concerns the appointment of Jade T. Butay as the Director of the Department of Labor and Industrial Relations. I believe that Jade T. Butay is an ideal candidate for this position and that his appointment would bring immense benefits to Hawaii's labor force.

Jade T. Butay has demonstrated his competence to lead and serve our state as Director and Deputy for the Department of Transportation and Deputy Director of DLIR for over a decade. He has dedicated his career to guiding and supporting the rights and protections of workers in Hawaii, and has tirelessly worked to promote economic opportunities for all. Equally important, Butay appreciates the history and cultures of Native Hawaiians as well as other groups that comprise our diverse workforce.

Personally, I've witnessed Jade T. Butay as an active member of the Filipino community. He has a strong record of community service and involvement, and is deeply committed to ensuring that every resident of Hawaii has equal access to employment and labor protections. He has consistently mentored the youth, and is highly respected in the Filipino community for his leadership and service. This is an important consideration to the fact that Filipinos are now the second largest ethnic group in the state and every fourth person in the state has Filipino ancestry. We feel it is important in a multi-ethnic/multi-cultural community to be inclusive and for the Cabinet to include competent Filipino leaders such as Jade Butay.

In conclusion, I strongly urge you to support the State of Hawaii, Legislation, GM 515, which proposes the appointment of Jade T. Butay as the Director of the Department of Labor and Industrial Relations. I believe that his appointment will have a positive impact on Hawaii's labor force, and that he will work tirelessly to ensure that the rights and protections of workers are upheld and respected. Thank you for considering my testimony.

Although I am a Project Manager of FilCom CARES and the Filipino Community Center, this testimony reflects my personal position and is not the official position of FilCom CARES and the Filipino Community Center.