

**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

Monday, April 10, 2023  
3:00 P.M.  
Conference Room 224 & Videoconference  
State Capitol

In consideration of  
**Governor's Message 529**

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

Senate Committee on Labor and Technology

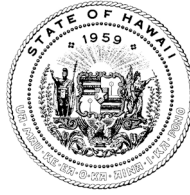
The Department of Transportation (DOT) **supports** the confirmation of William as the Deputy Director for the Department of Labor and Industrial Relations (DLIR).

Mr. Kunstman received his M.P.A. and M.L.I.S. at the University of Hawai'i at Mānoa, and B.A. at the University of Wisconsin at Madison. He has served in various roles within DLIR including as the Public Information Officer, Program Evaluation Analyst VII, Assistant to the Director, and Legislative Coordinator.

The DOT believes that Mr. Kunstman's background has prepared him to assume the role of Deputy Director at DLIR.

Thank you for the opportunity to provide testimony.

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. 529  
NOMINATION OF WILLIAM KUNSTMAN, DEPUTY DIRECTOR, DEPARTMENT OF LABOR  
AND INDUSTRIAL RELATIONS  
Monday, April 10, 2023

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

I am writing in support of Governor Josh Green's nomination of William Kunstman as Deputy Director of the Department of Labor and Industrial Relations (DLIR).

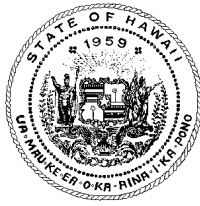
Mr. Kunstman has served in several important roles within DLIR for more than a decade, including as the Public Information Officer, Program Evaluation Analyst VII, Assistant to the Director, and Legislative Coordinator.

He has also served as a Committee Clerk for state Senator Dwight Takamine and Representative K. Mark Takai, and as an Educational Coordinator for the Research Corporation of the University of Hawai'i.

With this deep understanding and experience, he has successfully navigated through the unique challenges and issues facing the DLIR, and I am pleased to support his confirmation.

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

JOSH GREEN, M.D.  
GOVERNOR



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. 529  
SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE  
DEPUTY DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS,  
GUBERNATORIAL NOMINEE WILLIAM KUNSTMAN

By  
Tommy Johnson, Director

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

Monday, April 10, 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 support of the nomination and confirmation of William Kunstman as Deputy Director, Department of Labor and Industrial Relations (DLIR). His in-depth knowledge of government agency operations with several different agencies and at least two (2) separate branches of government, make Mr. Kunstman well-suited and ready to be part of the DLIR leadership team.

He has the knowledge, leadership and managerial skills, and interpersonal skills required of the position. He would be an asset to the DLIR leadership team and brings a broad spectrum of experience to the table. I strongly urge the committee to recommend advise and consent for this highly qualified nominee.

Thank you for the opportunity to provide testimony in support of Governor's Message No. 529 and the confirmation of William Kunstman.

JOSH B. 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 'ŌIHANA PONO LIMAĀHANA  
OFFICE OF COMMUNITY SERVICES  
830 PUNCHBOWL STREET, ROOM 420  
HONOLULU, HAWAII 96813  
[www.hawaii.gov/labor](http://www.hawaii.gov/labor)  
Phone: (808) 586-8675 / Fax: (808) 586-8685  
Email: [dlir.ocs@hawaii.gov](mailto:dlir.ocs@hawaii.gov)

IN REPLY, REFER TO:  
**OCS 23.1152**

March 31, 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: Monday, April 10, 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. 529 – NOMINATION OF WILLIAM KUNSTMAN**

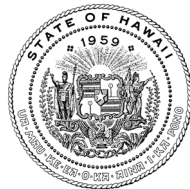
The Office of Community Services (OCS), which is an attached agency of the Department of Labor and Industrial Relations (DLIR), is very pleased to provide its **strong support** of the nomination of William G. Kunstman to the position of Deputy Director of DLIR.

I have known Mr. Kunstman for my entire tenure as a staffer, and now as Executive Director, of OCS, a period of nearly ten years. Mr. Kunstman has been working in administration of DLIR during that entire period of time. He has been Assistant to the Director from December 2010 to October 2021. At that later date, his title was changed to Program Evaluation Analyst VII, and he continues in that role to the present. In both positions, he has performed numerous tasks – major and minor - assisting the Director of DLIR. And he has done this work under multiple Directors – Dwight Takamine, Scott Murakami, Anne Perreira-Eustaquio, and Jade Butay being the most recent ones.

Mr. Kunstman is intimately familiar with the policies, procedures, and mission of the Department. As we all know, DLIR is a department with broad responsibilities. He has been unfailingly helpful to OCS in everything that we have asked him to help us on. We can rely on him for his guidance, knowledge, insights, and assistance.

We urge the Committee on Labor and Technology to favorably recommend the nomination of William Kunstman to the entire Senate. Thank you very much for the opportunity to testify.

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. 529

**April 10, 2023**  
**3:00 p.m.**  
**Room 224 & Videoconference**

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DEPUTY DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, WILLIAM KUNSTMAN, FOR A TERM TO EXPIRE 12-07-2026.

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

I strongly support the appointment of William Kunstman to the position of Deputy Director of the Department of Labor and Industrial Relations (DLIR). I am working with Mr. Kunstman in my professional capacity as 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. Kunstman 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. Kunstman has been serving as the Deputy Director at DLIR since January 2023. Prior to that, he worked as a Committee Clerk at the Hawai'i State Legislature, Assistant to the Director at the DLIR from 2010 – 2021, and most recently as a Program Evaluation Analyst at DLIR from 2021. 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**

**MONDAY, APRIL 10, 2023  
3:00 PM  
CONFERENCE ROOM 224 & VIDEOCONFERENCE**

**GOVERNORS MESSAGE NO. 529**

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

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

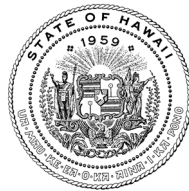
Thank you for the opportunity to testify in support of Gubernatorial Nominee, William Kunstman as Deputy Director of the Department of Labor and Industrial Relations.

William's resume demonstrates his record of success and is an indication of his future success serving the State. Respectfully requesting your vote to confirm William Kunstman's nomination to serve as the Deputy Director, Department of Labor and Industrial Relations.

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. 529

**April 10, 2023**  
**3:00 p.m.**  
**Room 224 & Videoconference**

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DEPUTY DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, WILLIAM KUNSTMAN, FOR A TERM TO EXPIRE 12-07-2026.

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

I strongly support the appointment of William Kunstman to the position of Deputy Director of the Department of Labor and Industrial Relations (DLIR). I am working with Mr. Kunstman 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.

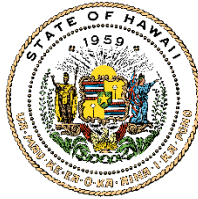
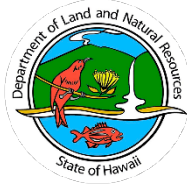
Mr. Kunstman is an integral part of a team that is dedicated to achieving the goals of this administration in an honest, transparent, accountable, and responsive manner.

Mr. Kunstman has been serving as the Deputy Director at DLIR since January 2023. Prior to that, he worked as a Committee Clerk at the Hawai'i State Legislature, Assistant to the Director at DLIR from 2010-2021, and most recently as a Program Evaluation Analyst at DLIR from 2021. 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 | KE KIA'ĀINA

**SYLVIA LUKE**  
LIEUTENANT GOVERNOR | KA HOPE KIA'ĀINA



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

P.O. BOX 621  
HONOLULU, HAWAII 96809

**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

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

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

**Monday, April 10, 2023  
3:00 PM  
State Capitol, Conference Room 224**

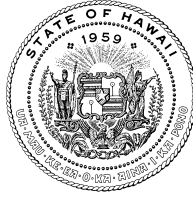
**In consideration of  
GOVERNOR'S MESSAGE 529  
SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DEPUTY  
DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS,  
GUBERNATORIAL NOMINEE, WILLIAM KUNSTMAN, FOR A TERM TO EXPIRE  
12-07-2026**

Governor's Message 529 submits for confirmation as the Deputy Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, William Kunstman, for a term to expire 12-07-2026. **The Department of Land and Natural Resources (Department) supports this measure.**

The Department recognizes the commitment and dedication of Mr. William Kunstman in service to the state of Hawai'i while working with the Department of Labor and Industrial Relations (DLIR). Mr. Kunstman has excelled in different roles within the DLIR for more than a decade, including as Legislative Coordinator, Assistant to the Director, Public Information Officer, and Program Evaluation Analyst. His vast institutional knowledge and broad practical experience at DLIR have prepared him well for the position of Deputy Director and will allow him to effectively manage the myriad issues and challenges that present themselves at the department level.

Mahalo for the opportunity to testify in support of Governor's Message 529.





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**

Monday, April 10, 2023  
3:00 p.m.  
State Capitol, Conference Room 224 and Videoconference

In consideration of  
**Governor's Message No. 529**

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. 529, the appointment of William "Bill" Kunstman as the Deputy Director of the Department of Labor and Industrial Relations (DLIR).

For over a decade, Bill has served in various roles throughout DLIR, including as the Public Information Officer, as a Program Evaluation Analyst VII, as the Assistant to the Director, and as the department's Legislative Coordinator. With his immense knowledge and experience of the department, Bill has been able work with his colleagues to navigate through the unique challenges and issues that face DLIR.

In addition to his experience within DLIR, Bill has also served as a Committee Clerk within the State Legislature, serving on the staff of both Senator Dwight Takamine and Representative K. Mark Takai, and served as an Educational Coordinator for the Research Corporation of the University of Hawaii. Through these roles, Bill has been able to collaborate with and provide services to a variety of stakeholders in the public and private sector and in different levels of government.

With his dedication to public service, and his experience at DLIR, I am confident that Bill will continue to serve the State well as the Deputy Director of the Department of Labor and Industrial Relations.

Mahalo for your consideration.

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 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: Monday, April 10, 2023

Time: 3:00 pm

Place: Conference Room 224 & Videoconference, State Capitol

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: G.M. 529; Submitting for consideration and confirmation as the Deputy Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, WILLIAM KUNSTMAN, for a term to expire 12-07-2026.**

The DLIR **strongly supports** the confirmation of William “Bill” Kunstman for Deputy Director of the department. Mr. Kunstman has served the DLIR for over twelve years in various roles, including Assistant to the Director, Public Information Officer, Designated Legislative Coordinator, and Program Evaluation Analyst VII. These positions have provided him the institutional knowledge and experience to serve as the Deputy Director. In these roles, he has demonstrated patience, collaboration, and leadership.

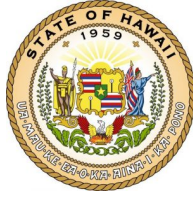
Mr. Kunstman’s extensive knowledge and understanding of the department’s operations and policies, internal and external relationships, and commitment to help people, workers, and businesses would serve him well as Deputy Director. He is a dedicated public servant who cares for the welfare of our community. Throughout his tenure at the department, he has demonstrated a sincere commitment for improving working conditions, advancing opportunities for fulfilling employment, and assuring work-related benefits and rights for the people of Hawaii.

Mr. Kunstman is passionate about the DLIR’s mission and is committed to carrying out the department’s goals. He understands the importance of listening, being humble, compassionate, and honorable—values that help cultivate a collaborative working environment within the department’s various divisions and attached agencies. It is for these reasons that I ask for your support for Mr. Kunstman’s nomination as Deputy Director of the DLIR.

Thank you for the opportunity to provide testimony on this important matter.

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](http://www.labor.hawaii.gov/lirab)

April 6, 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: Monday, April 10, 2023  
Time: 3:00 p.m.

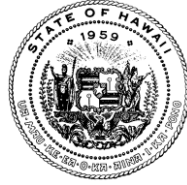
From: Damien A. Elefante, Chair  
Labor and Industrial Relations Appeals Board

**Re: Support of GOV. MSG NO. 529**

Chair Moriwaki, Vice Chair Lee and members of the Committee on Labor, Culture and the Arts. I am testifying **in support** of GM 529 for the confirmation of William Kunstman as the Deputy Director of the Department of Labor and Industrial Relations.

In my capacity as LIRAB Chair, I have worked with Mr. Kunstman and witnessed his commitment to the Department. Mr. Kunstman is a dedicate public servant with over 20 years of experience working in state government in multiple state government positions. His experiences and skills will help and contribute positively for the Department.

Thank you for the opportunity to provide testimony for GM 529 in support of the confirmation of William Kunstman as the Deputy Director of the Department of Labor and Industrial Relations.



STATE OF HAWAII  
DEPARTMENT OF HEALTH  
KA 'OIHANA OLAKINO  
P. O. BOX 3378  
HONOLULU, HI 96801-3378  
[doh.testimony@doh.hawaii.gov](mailto:doh.testimony@doh.hawaii.gov)

WRITTEN  
TESTIMONY  
ONLY

In reply, please refer to:  
File:

**Testimony in SUPPORT of GM529**  
**Submitting for consideration and confirmation as the Deputy Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, WILLIAM KUNSTMAN, for a term to expire 12-07-2026.**

SENATOR SHARON Y. MORIWAKI, CHAIR  
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

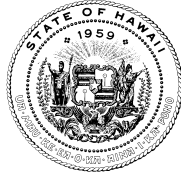
Hearing Date: 4/10/2023

Room Number: 224

- 1 **Department Testimony:** The Department of Health (DOH) supports the nomination of  
2 William Kunstman as the Deputy Director, Department of Labor and Industrial Relations  
3 (DLIR).  
4  
5 Mr. Kunstman's experience in two branches of government, plus academia and the private  
6 sector, have exposed him to labor policy, operations, agency oversight, budgeting, Capital  
7 Improvement Projects, and communications, all of which are excellent and robust precursors for a  
8 deputy director for a state agency.  
9  
10 Prior to his nomination, Bill may be more recognized as DLIR's public information officer and  
11 legislative coordinator, when both in routine operations and unusual circumstances, such as the  
12 COVID-19 pandemic, he represented his agency with professionalism and integrity. Persons  
13 who interact or work with Bill regularly and on an individual basis know him to be dependable,  
14 knowledgeable, and overall akamai, whether it be with people or on policy.  
15  
16 DOH looks forward to working with DLIR on healthcare workforce and related activities with  
17 Bill as deputy director.  
18  
19 Thank you for the opportunity to testify.

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

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



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 Hawai'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 10, 2023 AT 3:00PM IN CR 224**

**IN SUPPORT OF**

**GM 529**

for consideration and confirmation as the Deputy Director,  
Department of Labor and Technology,  
Gubernatorial Nominee, **WILLIAM KUNSTMAN**,  
for a term to expire 12-07-2026

April 10, 2023

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

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

DHHL is confident that Mr. Kunstman will apply an array of skills toward the position of Deputy Director of DLIR. As a former Educational Coordinator at the University of Hawaii in Hilo and former Program Manager for the Marimed Foundation, Mr. Kunstman has demonstrated an ability to work with different demographics and communities. Mr. Kunstman's experience as an Assistant to the Director and Program Evaluation Analyst at DLIR will provide the institutional knowledge necessary for the operations, initiatives, and success of DLIR.

DHHL looks forward to working in partnership with William Kunstman 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  
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. 529

Submitting for consideration and confirmation as the Deputy Director for the Department of Labor and Industrial Relations, gubernatorial nominee, William Kuntsman

**BEFORE THE:**

Senate Committee on Labor and Technology

**DATE:** Monday, April 10, 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. William Kuntsman as the Deputy Director for the Department of Labor and Industrial Relations (DLIR).

I believe that Mr. Kuntsman's experience in various roles in DLIR, as well as his experience in the legislature and at the University of Hawai'i, makes him an excellent candidate for the Deputy Director position. I believe Mr. Kuntsman will do a great job in that role.

Thank you for the opportunity to provide testimony in support of Governor's Message 529.

**GM-529**

Submitted on: 4/3/2023 3:36:48 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Bert K. Yorita	Testifying for Schindler Elevator Corporation	Support	Written Testimony Only

Comments:

I have worked with William "Bill" Kunstman from 2010-2014 while with Mitsubishi Elevator Corporation as a member for the State of Hawaii elevator advisory committee. "Bill" displayed excellent participation and resolution skills in assisting the then Director of Labor on many intricate and complex issues. He was also very instrumental in being the "go-between" between private elevator contractors, public stakeholders, and the State of Hawaii Elevator Inspection Branch. I then continued to work even more closely with Bill during my tenure as the supervising inspector for the State Elevator Inspection Branch during 2015-2019. Bill was instrumental in deciphering various Hawaii statues pertaining to the elevator code and related requirements. Together, we worked very closely in updating elevator codes and he was very instrumental in assembling meetings, preparations, and discussions with the private industry stakeholders. He supported the elevator inspection branch in assisting with fee increases and amendments to the current elevator administrative rules (12-229 and 12-230). Based upon my past experiences with Bill, his vast knowledge of the State of Hawaii's requirements as they pertain to elevator codes and legislative requirements, I strongly support him for the Deputy Director position.

Thank you.



1001 Bishop Street | Suite 625 | Honolulu, HI 96813-2830  
1-866-295-7282 | Fax: 808-536-2882  
aarp.org/hi | [aarphi@aarp.org](mailto:aarphi@aarp.org) | [twitter.com/AARPHawaii](https://twitter.com/AARPHawaii)  
[facebook.com/AARPHawaii](https://facebook.com/AARPHawaii)

**The State Legislature  
Senate Committee on Labor and Technology  
Governor's Message (GM) 529- William Kunstman  
Monday, April 10, 2023  
Conference Room 224  
3:00 p.m.**

TO: The Honorable Sharon Moriwaki, Chair  
The Honorable Chris Lee, Vice-Chair  
FROM: Keali'i S. López, State Director, AARP Hawai'i

**RE: Strong Support for GM 529 - William Kunstman**

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

My name is Keali'i Lopez and I am the State Director for AARP Hawai'i. AARP is a nonpartisan, social impact organization that advocates for individuals aged 50 and older. We have a membership of nearly 38 million nationwide and nearly 140,000 in Hawai'i. We advocate at the state and federal level for the issues that matter most to older adults and their families.

**AARP strongly supports the confirmation of William Kunstman as the deputy director of the Department of Labor and Industrial Relations (DLIR).**

AARP has had the pleasure of working closely with Mr. Kunstman on the Hawai'i Retirement Savings program which was passed in the 2022 legislative session (Act 269). Prior to its passage, Mr. Kunstman served on the legislative-appointed retirement savings task force in 2021. The Task Force worked on the feasibility study to demonstrate the need for a retirement savings program for Hawai'i's workers who do not have an easy way to save for retirement through their employer. This study served as the catalyst for the program's successful legislative passage. As the labor department's representative, Mr. Kunstman provided his expertise and knowledge about Hawai'i's labor market as well as the technical recommendations on the retirement savings bill. He also played a critical role in negotiating, along with prior DLIR Director, Anne Perreira-Eustaquio, to save the Hawai'i Retirement Savings program by agreeing to have the program housed within DLIR. As the deputy director of DLIR, Bill will be critical to the program's success as its planning and development are currently underway.

Thank you for the opportunity to testify in strong support of Mr. Kunstman's confirmation.



April 6, 2023

Senator Sharon Y. Moriwaki, Chair  
Senator Chris Lee, Vice Chair  
Committee on Labor and Technology  
State Capitol  
Honolulu, Hawaii 96813

Subject: GM 529, April 10, 3:00 pm, Room 224

Dear Senators Moriwaki and Lee:

My name is Barron Guss, President of ALTRES, Inc., a three-generation, 54-year-old Hawaii company that provides employer services including payroll administration and professional employer services (PEO).

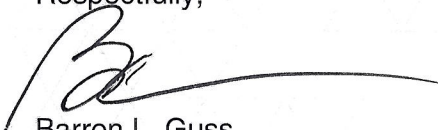
Without reservation, I support Governor Green's nominee, William Kunstman, for Deputy Director of the Department of Labor and Industrial Relations. I have had a collaborative working relationship with Mr. Kunstman since he started at the Department of Labor. Since that time, Mr. Kunstman has held various roles that allowed us to work together, starting with legislation surrounding the PEO industry and, most recently, addressing the insolvency issues of the unemployment trust fund and its impact on employers in the State of Hawaii.

Although we sometimes have had differences of opinion, I have always found Mr. Kunstman to be open-minded and respectful in his demeanor and actions, which has resulted in positive outcomes for both the State of Hawaii and its employers.

I believe his more than a decade of applied experience and institutional knowledge will serve both the department and employers well as we work together to build a stronger and better Hawaii.

Thank you in advance for your consideration of this fine nominee.

Respectfully,

A handwritten signature in black ink, appearing to be 'B. Guss', written over a faint, large watermark of the ALTRES logo.

Barron L. Guss  
President and CEO



## 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: **SUPPORT for GM 529, William Kunstman, Deputy Director, Department of Labor**

For LBT hearing on Monday, April 10, 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 529**, in the consideration and confirmation of Gubernatorial Nominee **Mr. William Kunstman** for the Deputy Director of the Department of Labor and Industrial Relations (DLIR). We have known and worked with Mr. Kunstman for over 15 years. Mr. Kunstman has a long and successful track record in both the public and private sectors, and we can wholeheartedly endorse his nomination.

Mr. Kunstman has an extensive and thorough knowledge of all aspects of DLIR from his years of working at the Department. He will be able to hit the ground running due to his involvement with labor issues while working at the legislature, including as Committee Clerk for State Senator Dwight Takamine, and most recently as Special Assistant to previous Labor Directors. There could not be anyone more qualified for the position of Deputy Director.

**We urge your favorable consideration to advise and consent in the nomination of Mr. Bill Kunstman to the position of Deputy Director of the State Department Labor.**

Mahalo,

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



**HALE HAU'OLI  
HAWAI'I**

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

**Re: RE: Strong Support for GM 529- William Kuntsman**

I am Kathleen Wyatt, President and Founder of Hale Hau`oli Hawai`i. Thank you for the opportunity to testify in strong support for the confirmation of William Kuntsman as Deputy Director of the Department of Labor and Industrial Relations (DLIR).

I had the pleasure of serving as Chair of the legislative-appointed Retirement Savings Task Force, working on the program's feasibility report that led to the successful passage of the Hawaii Retirement Savings Program (Act 296) in 2022. Mr. Kuntsman was a member of the task force, and as the Labor Department's representative, Mr. Kuntsman provided his expertise and knowledge about Hawai'i's labor market as well as technical recommendations on the retirement savings bill. As the Deputy Director of Labor, he will be critical to the program's success as its planning and development are currently underway.

**I strongly support SM 529 - confirmation of William Kuntsman as the Deputy Director of the Department of Labor and Industrial Relations (DLIR).**

Thank you again for this opportunity to submit my testimony in support of William Kuntsman.

Kathleen Wyatt  
808-292-4665

Hale Hau`oli Hawai`i  
98-1247 Kaahumanu Street, Suite 207, Aiea, HI 96701  
808-798-8706

**GM-529**

Submitted on: 4/7/2023 2:15:39 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Douglas T. Moore	Testifying for Hawaii Injured Workers Assn.	Support	Written Testimony Only

Comments:

Aloha: please vote in support. I have known William Kunstman for a number of years. William Kunstman has been involved in Department of Labor issues for many years. He is very knowledgeable and competent when it comes to legislative & budgetary issues. Over the years he has been very supportive of injured workers. The injured workers of Hawaii need his continuing support to ensure that the Disability Compensation Division supports & assists the fair medical rehabilitation of injured workers so that they can return to being productive citizens. Mahalo for the support.



**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 10, 2023

GM 529 SUBMITTING FOR CONSIDERATION AND CONFIRMATION  
AS THE DEPUTY DIRECTOR, DEPARTMENT OF LABOR AND INDUSTRIAL  
RELATIONS, GUBERNATORIAL NOMINEE, WILLIAM KUNSTMAN, FOR A TERM  
TO EXPIRE 12-7-2026.

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the nomination of William Kunstman as the Deputy Director for the Department of Labor and Industrial Relations.

For over a decade, Mr. Kunstman has served in important and influential roles within the Department of Labor and Industrial Relations (DLIR). Prior to working for the DLIR, Mr. Kunstman has served as a committee clerk under multiple legislators. Given his track record with the DLIR coupled with his legislative experience, we are confident that Mr. Kunstman will be able to navigate the department through difficult times and unique challenges.

We offer our support and endorsement of William Kunstman's nomination as the Deputy 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



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

Date: Monday, April 10, 2023

Time: 3:00 p.m.

Place: Conference Room 224  
State Capitol, 415 South Beretania Street

### [Support for GM 529](#)

Work Injury Medical Association of Hawaii (WIMAH) strongly supports GM 529 for the Gubernatorial Nominee, WILLIAM "Bill" KUNSTMAN confirmation as the Deputy Director, Department of Labor and Industrial Relations.

Bill has served the DLIR for the past 12 years, and during his service WIMAH has 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 [1] 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. WIMAH has observed Bill working with the Director primarily on workers' compensation issues.
3. He is a true friend of the injured worker and has helped the previous and now Director with policies favorable to getting the worker necessary medical treatment to be able to get back to work.
4. He is sincere with his work ethic and dedicated to his profession.
5. He is a man of integrity.
6. He is approachable and communicates with intelligence and knowledge.
7. He has been doing a great job as the acting Deputy Director and will continue his stellar efforts going forward.

As such, Work Injury Medical Association of Hawaii (WIMAH) fully supports the confirmation of Bill as Deputy Director of DLIR.

Thank you,

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

**GM-529**

Submitted on: 3/31/2023 7:50:03 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
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 William Kunstman to serve as the Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to comment.

**GM-529**

Submitted on: 3/31/2023 9:29:23 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Stephanie Kim	Individual	Support	Written Testimony Only

Comments:

My name is Stephanie Kim and I am testifying as an individual. Thank you for the opportunity to provide testimony in wholehearted support for the Governor's nominee, William Kunstman, as Deputy Director, for the Department of Labor and Industrial Relations.

I have had the opportunity to know Mr. Kunstman both professionally and as a friend, for many years. Mr. Kunstman would bring a solid commitment and dedication to this position and I know him to be a thoughtful and reliable. I have the utmost respect for his abilities, intellect and integrity.

I respectfully encourage the Committee to recommend him for confirmation as Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to submit testimony in support of the Governor's nomination of William Kunstman.



**GM-529**

Submitted on: 4/3/2023 5:16:44 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Sheri-Ann Lau Clark	Individual	Support	Written Testimony Only

Comments:

The Honorable Sharon Y. Moriwaki, Chair

The Honorable Chris Lee, Vice Chair

Senate Committee on Labor and Technology

RE: GM 529 - Consideration and Confirmation of Gubernatorial Nominee William Kunstman as the Deputy Director, Department of Labor and Industrial Relations

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

My name is Sheri-Ann Lau Clark, and I am respectfully writing in strong support of GM 529 to confirm William Kuntsman as the Deputy Director of the Department of Labor and Industrial Relations (“DLIR”).

I met William “Bill” Kuntsman through my previous work as General Counsel for Hawaii Employers Counsel (“HEC”) while Bill was working as an Assistant to the Director of DLIR. Bill was key to connecting members of HEC with many resources within the DLIR. During the legislative session, he helped employers understand pending measures that broadly impacted the employer community. For instance, he helped employers to understand legislation impacting the unemployment insurance contribution rate as our State dealt with the economic impacts of COVID. Topics such as how legislation would change the calculation of the unemployment insurance contribution rate were complex topics, and Bill helped to coordinate multiple seminars for the business community to ensure they could make the right decisions for themselves and plan for changes that new laws would bring.

While working at HEC, I appreciated Bill not only for his help in educating employers about pending or newly passed legislation, but also for his assistance in connecting us with subject matter experts within the DLIR. These subject matter experts on topics like workers’ compensation, safety, unemployment insurance, wage and hour laws, and employment discrimination also worked with HEC to educate employers on employment related topics that mattered to them.

Frankly, I do not remember a time when Bill was “too busy” to answer any of my questions presented on behalf of HEC. In my experience, he graciously responded to all of my questions and if he did not know the answer to my question, he connected me with the person within DLIR who could. I found him to be reliable, gracious, honest, and intelligent.

For these reasons, I respectfully request that this Committee confirm William “Bill” Kuntsman as the Deputy Director for the DLIR. Thank you for allowing me to submit testimony on this bill.

Mahalo,

Sheri-Ann Lau Clark

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

Monday, April 10, 2023  
3:00 PM  
State Capitol, Conference Room 224

In consideration of  
**GM 529**  
**Submitting for consideration and confirmation as the Deputy Director,  
Department of Labor and Industrial Relations, Gubernatorial Nominee,  
WILLIAM KUNSTMAN, for a term to expire 12-07-2026.**

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

I support the appointment of William Kunstman to serve as the Deputy Director of the Department of Labor and Industrial Relations (DLIR).

Mr. Kunstman has extensive experience with the State of Hawai'i and has held positions with the Hawai'i House of Representatives, Hawai'i State Senate, Research Corporation of the University of Hawai'i, and Department of Labor and Industrial Relations. Within the DLIR, he has assisted in the management of the Department, performed as the designated legislative coordinator, and served as the Public Information Officer and Administrative Rules Coordinator. His academic credentials and background in government operations will continue to be beneficial to the Department.

I respectfully ask for Mr. Kunstman's confirmation as the Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to testify.

**GM-529**

Submitted on: 4/4/2023 11:16:21 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
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 William Kunstman as the Deputy Director of the Department of Labor and Industrial Relations. Bill is a dedicated public servant and possesses both the knowledge and experience to successfully serve as the Deputy Director. I have had the pleasure of working with Bill in the Director's Office where he has led the Department's legislative, public information, and administrative rules programs. He is deeply familiar with the Department and the many laws that it administers, and has strong working relationships with program leaders. If given the opportunity to serve as the Deputy Director, I have no doubt that Bill will continue to provide critical guidance and advocacy for the Department.

Mahalo for the opportunity to testify in strong support of GM529.

**GM-529**

Submitted on: 4/5/2023 10:55:23 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
laurie hamano	Individual	Support	Written Testimony Only

Comments:

Dear Senator Moriwaki and Senator Lee,

I am Laurie Hamano a business owner of Vocational Management Consultants and a vocational rehabilitation counselor for the past 40 years. I have worked with Mr. Kunstman through his career with the Department of Labor as he has worked with previous Directors of the Labor Department. He has always been knowledgeable and professional working with those of us in the field of vocational rehabilitation services. He has helped us get across to those in the department what issues were present and provided us some options in which to communicate with the department toward resolution. I support his confirmation wholeheartedly.

Thank you for this opportunity to provide my testimony.

THE SENATE  
KA'AHA KENEKOA  
32<sup>nd</sup> LEGISLATURE  
REGULAR SESSION 2023

COMMITTEE ON LABOR & TECHNOLOGY

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

Hearing: Monday, April 10, 2023  
Time: 3:00 p.m.  
Conference Room 224, State Capitol  
415 S. Beretania Street

TESTIMONY OF LOWELL CHUN-HOON

Re: GM 529 Confirmation of William Kunstman  
As Deputy Director, Department of Labor & Industrial Relations

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

Thank you for the opportunity to present testimony regarding the nomination and confirmation of William Kunstman to serve as Deputy Director of the Department of Labor and Industrial Relations, State of Hawai'i. I completely support this nomination.

I have been a labor lawyer for 45 years and during this time much of my legal practice has involved the Department of Labor & Industrial Relations. While I am speaking only in an individual capacity, I have also represented several major unions over the last four and half decades and am very familiar with the daily conduct of the department's programs in workers' compensation, temporary disability, unemployment compensation, and civil rights.

I was not aware, until I reviewed Mr. Kunstman's resume, that he spent the first eight years of his career as a Program Manager for the Marimed Foundation in Kaneohe at a specialized treatment facility for at-risk youth and four years as an Educational Coordinator primarily serving persons 55 or older with the Research Corporation of the University of Hawaii. However, I suspect this prior background in working with troubled youth and educating senior citizens has served as a valuable background during his last twelve years with the Department of Labor. Because he was directly involved in the hands-on-delivery of client services in the community, Mr. Kunstman necessarily understands how the delivery of social services and learning programs are carried out in everyday practice and this has enhanced his ability to formulate and to implement legal and regulatory policy.

Mr. Kunstman began his career in government service in 2004 working for two legislative sessions as a Committee Clerk to the late Representative H. Mark Takai and Senator

Dwight Takamine. He then served as the Assistant to five Directors of the Department of Labor and Industrial Relations--Directors Takamine, Chu Takayama, Hoshijo, Murakami, and Eustacio-Perreira before assuming his current position a Program Evaluation Analyst VII with responsibilities for special projects, departmental management public information and coordinating administrative rules and legislation. It is a tribute to his competence and adaptability that he could serve continuously and successfully through these six leaders with their varied personalities, styles and backgrounds.

During his tenure at the Department of Labor, Mr. Kunstman has efficiently carried out all of his current responsibilities and served as the institutional memory for the executive leadership of his agency. He possesses a consummate understanding of his department's functions and his collegial and productive relationships with all those who staff the department have been critical to achieving his department's mission. As a personality type Mr. Kunstman is direct, soft spoken, intelligent, honest, and unpretentious, traits that will serve him well as an administrator, and which have inspired trust in him by both his colleagues within his department, other agencies, legislators, and the general public.

Hawaii's citizens and the constituencies of the Department of Labor and Industrial Relations have been fortunate to have had the benefit of his last twelve years of service. Mr. Kunstman is uniquely well-qualified to serve as Deputy Director of the Department of Labor and Industrial Relations, and I therefore respectfully urge that the Senate Committee on Labor and Technology confirm his nomination.

**GM-529**

Submitted on: 4/6/2023 10:57:46 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Ken H Kakesako	Individual	Support	Written Testimony Only

Comments:

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

My name is Ken Kakesako and I am writing in strong support of GM 529, submitting for consideration and confirmation as the Deputy Director, Department of Labor and Industrial Relations (Department), gubernatorial nominee, William Kunstman, for a term to expire 12-07-2026.

Mr. Kunstman has extensive experience and knowledge of the Department as a result of over 12 years of experience as the Assistant to the Director and as a Program Evaluation Analyst VII within the Department. His responsibilities as the Public Information Officer and the designated legislative coordinator gave him insight and exposure to the myriad of issues facing the Department and have uniquely prepared him for this role as the Deputy Director.

Personally, I have had the pleasure of working with Mr. Kunstman in various capacities around labor and workforce related issues and I have found that he was knowledgeable on an array of topical areas and was timely with any enquiries that were sent his way.

Given his previous work experience and his intimate knowledge of the Department, I believe Mr. Kunstman is an excellent choice for the role of Deputy Director and I hope the committee sees fit to approve his nomination.

Thank you for the opportunity to provide testimony.



Re: Confirmation of William Kunstman as Deputy Director  
to the Department of Labor and Industrial Relations

Chair Moriwaki and Members of the Labor and Technology Committee:

My name is Dwight Takamine and I am submitting this testimony in support of the confirmation of William “Bill” Kunstman as Deputy Director for the Department of Labor and Industrial Relations (DLIR). I submit the following for your consideration based on my work and personal relationship with Bill for over fifteen years.

I worked with Bill while I served as the Senate Labor Committee Chair, from 2009 to 2010, and he served in the position of Committee Clerk. When I became Director for the Department of Labor and Industrial Relations from 2010 (to the beginning of 2015), Bill worked as an Assistant to the Director’s office. It is primarily during this time that I came to trust Bill, to trust his judgment, and to trust the quality of his work.

Given his years of experience in both Legislative and Administrative roles, he has gained a good understanding of the labor laws in Hawaii. In addition, working at the Legislature has helped him learn the process, and has provided opportunities to develop relationships with various officials (both elected and non-elected). Serving as Legislative Coordinator for over a decade, has provided Bill with a special skill set, which relates to managing bills as well as budget requests that impact the DLIR. This kind of background will definitely benefit the Director, as well as help the DLIR in fulfilling its mission.

Moreover, Bill has worked for over thirteen years as an employee of the Department of Labor (most of those years working out of the Director’s office), which has provided him with much insight regarding the employees and (in particular) key “leaders” within the DLIR. In addition, working as Public Information Officer for the Department for over a decade has provided him with sensitivities, which has not only aided the DLIR, but is well suited to his personality. He has a keen ability to adapt, and the fact

that he was able to successfully navigate working under a variety of Directors during his tenure at DLIR speaks for itself.

Also, one of Bill's strong characteristics is his reliability. I learned that he will effectively follow through on "assignments" - and this makes him a valuable member on any team. Bill sincerely cares about the well-being of all workers, and he understands the direct relationship and interdependence between labor and management.

One final point is the historical and institutional perspective that Bill brings to the table. In supporting Bill's confirmation as DLIR Deputy Director, I feel that you have a "candidate" who has been at the heart, or has worked close to the heart of the DLIR, and therefore, has a clear sense of the needs of the State. He has seen the ups and downs of the Department, and he can see where improvements need to, and are being made.

COVID was a major challenge and "set back" for the State of Hawaii. For the Department of Labor, one major challenge was the huge number of Unemployment Claims that were filed, when so many people lost their jobs. The infrastructure supporting the processing of those claims had become obsolete and inefficient for some time. Today, that same system is being modernized and updated to serve the current and future needs of the State better. A similar dynamic is occurring with the workers' compensation system. New modifications and improvements are being made, after years of complaints that the "system was broken". These are only two examples - and Bill Kunstman has made a contribution to many of these ongoing improvements.

Based on the foregoing, and the perspective and "tools" that Bill would bring to the position, I strongly recommend your favorable consideration and confirmation of William "Bill" Kunstman as Deputy Director for the Department of Labor and Industrial Relations. Thank you for the opportunity to submit this testimony.

**G.M. 529-Submitting for consideration and confirmation as the Deputy Director, Department of Labor and Industrial Relations, WILLIAM KUNSTMAN, for a term to expire 12-07-2026.**

**Written Testimony Only**

Good afternoon, Chair Moriwaki, Vice-Chair Lee and Members of the Committee on Labor and Technology:

My name is Terrence Aratani and I **strongly support** the confirmation of William Kunstman as the Deputy Director with the Department of Labor and Industrial Relations for the foregoing reasons.

I am the Chief Executive Officer of Ko`olauloa Health Center on the North Shore of O`ahu. I have been the CEO for the last 8 years. In my previous career as staff at the Legislature, I met Mr. Kunstman around 2009 while he was working for Senator Takamine. We worked together on various legislative issues. We worked well together and I can state he made positive contributions to the Legislature.

When I first started working for Ko`olauloa Health Center, I had to learn a whole new career including labor issues. Mr. Kunstman was always willing to provide assistance and guide me when he was staff at the Department of Labor and Industrial Relations. I am grateful for his expertise in those areas that were new to me.

In closing, I have never heard any criticism of Mr. Kunstman, especially of his work ethics.

For the foregoing reasons, I strongly support his appointment as Deputy Director and thank you for this opportunity to submit testimony.

Re: Confirmation of William Kunstman as Deputy Director  
to the Department of Labor and Industrial Relations

Chair Moriwaki and Members of the Labor and Technology Committee:

My name is Dwight Takamine and I am submitting this testimony in support of the confirmation of William “Bill” Kunstman as Deputy Director for the Department of Labor and Industrial Relations (DLIR). I submit the following for your consideration based on my work and personal relationship with Bill for over fifteen years.

I worked with Bill while I served as the Senate Labor Committee Chair, from 2009 to 2010, and he served in the position of Committee Clerk. When I became Director for the Department of Labor and Industrial Relations from 2010 (to the beginning of 2015), Bill worked as an Assistant to the Director’s office. It is primarily during this time that I came to trust Bill, to trust his judgment, and to trust the quality of his work.

Given his years of experience in both Legislative and Administrative roles, he has gained a good understanding of the labor laws in Hawaii. In addition, working at the Legislature has helped him learn the process, and has provided opportunities to develop relationships with various officials (both elected and non-elected). Serving as Legislative Coordinator for over a decade, has provided Bill with a special skill set, which relates to managing bills as well as budget requests that impact the DLIR. This kind of background will definitely benefit the Director, as well as help the DLIR in fulfilling its mission.

Moreover, Bill has worked for over thirteen years as an employee of the Department of Labor (most of those years working out of the Director’s office), which has provided him with much insight regarding the employees and (in particular) key “leaders” within the DLIR. In addition, working as Public Information Officer for the Department for over a decade has provided him with sensitivities, which has not only aided the DLIR, but is well suited to his personality. He has a keen ability to adapt, and the fact

that he was able to successfully navigate working under a variety of Directors during his tenure at DLIR speaks for itself.

Also, one of Bill's strong characteristics is his reliability. I learned that he will effectively follow through on "assignments" - and this makes him a valuable member on any team. Bill sincerely cares about the well-being of all workers, and he understands the direct relationship and interdependence between labor and management.

One final point is the historical and institutional perspective that Bill brings to the table. In supporting Bill's confirmation as DLIR Deputy Director, I feel that you have a "candidate" who has been at the heart, or has worked close to the heart of the DLIR, and therefore, has a clear sense of the needs of the State. He has seen the ups and downs of the Department, and he can see where improvements need to, and are being made.

COVID was a major challenge and "set back" for the State of Hawaii. For the Department of Labor, one major challenge was the huge number of Unemployment Claims that were filed, when so many people lost their jobs. The infrastructure supporting the processing of those claims had become obsolete and inefficient for some time. Today, that same system is being modernized and updated to serve the current and future needs of the State better. A similar dynamic is occurring with the workers' compensation system. New modifications and improvements are being made, after years of complaints that the "system was broken". These are only two examples - and Bill Kunstman has made a contribution to many of these ongoing improvements.

Based on the foregoing, and the perspective and "tools" that Bill would bring to the position, I strongly recommend your favorable consideration and confirmation of William "Bill" Kunstman as Deputy Director for the Department of Labor and Industrial Relations. Thank you for the opportunity to submit this testimony.

**GM-529**

Submitted on: 4/6/2023 3:44:08 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nancy Lynn Bernal	Individual	Support	Written Testimony Only

Comments:

I strongly support Bill Kunstman to be the DLIR Deputy Director. Thank you

**GM-529**

Submitted on: 4/6/2023 3:46:30 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Grace S. Ichikawa	Individual	Support	Written Testimony Only

Comments:

I strongly support William "Bill" Kunstman to be the Deputy Director for the Dept. of Labor and Industrial Relations. Thank you very much.

**GM-529**

Submitted on: 4/6/2023 4:12:34 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robbie Watland	Individual	Support	Written Testimony Only

Comments:

I strongly support the confirmation of Bill Kunstman as the DLIR Deputy Director. When working with Bill during his time in Representative Takamine's office, NHERC in Honokaa, and more recently while at the DLIR, he has always been a pleasure to work with. His knowledge of the department, professionalism when working with stakeholders, and his even-tempered personality are quality traits that will continue to benefit the Department of Labor and Industrial Relations with his confirmation as Deputy Director.



**GM-529**

Submitted on: 4/7/2023 11:35:14 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Carolyn Hildebrand	Individual	Comments	Written Testimony Only

Comments:

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

Greetings!

May I request that we relive the early period of the COVID-19 pandemic and how the DLIR became one of, if not the, weakest link in the response? The inhumanity many unemployed experienced was in the news then, and the DLIR explained their side. Moving forward, it is clear that residents need a DLIR that will undo its past failings while preparing the islands for the future. Undoing a broken and fragmented system is a necessary condition for tomorrow but insufficient. In this case, the Deputy Director must be more central and activist in reforming the DLIR. Mr. Kuntsman has been in the front seat of DLIR operations, having been part of the DLIR Director's Office since the era of DLIR Director Dwight Takamine. We encourage this Committee to ask the hard questions on how DLIR will move forward and what role he is committed to putting on his shoulder.

Mahalo.

April 10, 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 529

Nomination of William Kunstman  
For Confirmation as the Deputy Director of Labor and Industrial Relations

I strongly support the Nomination of William "Bill" Kunstman to be the Deputy 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).

From 2011 through the present, Mr. Kunstman has worked in the Director's office at the DLIR, by my count serving under the administrations of six Directors (Directors Takamine, Chu Takayama, (Leonard) Hoshijo, Murakami, Perreira-Estaquio, and Butay). Whether his title was Assistant to the Director or Program Evaluation Analyst, he played key roles as the department's designated legislative coordinator, public information officer, and administrative rules coordinator, as well working on special projects as assigned. In his work, Mr. Kunstman has demonstrated a broad and deep understanding of the work of the DLIR divisions and administratively attached agencies and the laws that they enforce. He has a strong grasp of labor law and policy, and has been a credible spokesperson for the department. I recommend him to you as a person of good, honest character who leads by example and a hard worker who is responsible and gets things done. I am confident that Bill Kunstman's knowledge, experience, and understanding of the DLIR will serve him and the people of the state well as the DLIR Deputy Director.

I urge the Committee and the Senate to approve and confirm the nomination of William Kunstman to be the Deputy Director of Labor and Industrial Relations.

Thank you for your consideration.

**GM-529**

Submitted on: 4/8/2023 7:11:44 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
David Rodriguez	Individual	Support	Written Testimony Only

Comments:

I've known Bill Kunstman to listen and work smart with a helping heart. The DLIR is fortunate to gain a worthy professional with his institutional knowledge and understanding of the department. Since joining the DLIR, I've been impressed with his leadership, work ethic and tireless pursuit to better the welfare of Hawaii's workers, job seekers and their benefits and rights. I am honored to work with him as our Deputy Director and seek your favorable recommendation of support to advise and consent. Mahalo.

TESTIMONY OF SCOTT T. MURAKAMI  
BEFORE THE SENATE COMMITTEE ON LABOR AND TECHNOLOGY

In consideration of GOVERNOR'S MESSAGE 529

Monday, April 10, 2023  
3:00PM, Conference Room 224

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DEPUTY DIRECTOR,  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, WILLIAM  
KUNSTMAN, FOR A TERM TO EXPIRE 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 529 regarding the appointment of William Kunstman to serve as the Deputy Director of the Department of Labor and Industrial Relations. I **STRONGLY SUPPORT** his nomination.

During my tenure as Hawaii's 21<sup>st</sup> Director of the Department of Labor and Industrial Relations (DLIR), I had the honor of working directly with Mr. Kunstman in his capacity as the Assistant to the Director. Mr. Kunstman (Bill) has an incredibly extensive knowledge of state and federal labor statutes, the duties and responsibilities of each of the divisions and attached agencies under the jurisdiction of DLIR, and vast working experience with the legislature. He has excellent working relations with Hawaii's labor organizations and most importantly, an unwavering dedication to supporting and protecting Hawaii's labor force.

When the COVID-19 crisis occurred and the antiquate Unemployment Insurance (UI) system degraded, Bill was an invaluable asset, unwavering in his duty to the people of Hawaii. He understood the magnitude of the situation and impact it would have on Hawaii's families especially those living paycheck to paycheck. He played a vital role in taking actions such as contacting and coordinating with the Hawaii Public Library System, who served as the initial group of volunteers to assist with processing UI claims. He worked with DLIR staff behind the scenes to ensure the safety of all DLIR offices and the safety of the dedicated state employees, legislators, and legislative staff who stepped forward to serve our community during this time of need. He contributed immensely to all critical decisions that ultimately resulted in the implementation of the replicated SQL gateway and SQL data system solution that allowed over 190,000<sup>1</sup> Hawaii residents to successfully file their initial UI claims between the months of April and May 2020.

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<sup>1</sup> 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.doleta.gov/unemploy/html/Report_r539cy_Employment_and_Training_Administration_(ETA)_-U.S._Department_of_Labor_(doleta.gov).htm), March 31, 2023.

In addition, Bill organized the DLIR Director's office daily meetings with the press. This provided Hawaii's residents with up-to-date information on the progress of our solutions to address the degradation of the UI system and to answer as many questions as possible from our community.

Bill is an extremely loyal, incredibly knowledgeable, duty bound professional. I am confident that Bill will live up to his Oath of Office and continue to provide safe watch over Hawaii's workers and their families. I want to publicly thank Bill for standing by me during my tenure at DLIR and especially for his tremendous, quiet and effective contributions to our community during an unprecedented time of need. I **WHOLEHEARTEDLY SUPPORT** William Kunstman's nomination to serve as the Deputy Director of DLIR. Thank you very much for the opportunity to testify.

**GM-529**

Submitted on: 4/9/2023 11:17:24 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kate Stanley	Individual	Support	Written Testimony Only

Comments:

April 9, 2023

TO: Senator Sharon Y. Moriwaki, Chair Committee on Labor and Technology

Senator Chris Lee, Vice Chair Committee on Labor and Technology

Members Senate Committee on Labor and Technology

FROM: Kate Stanley

SUBJECT: Testimony in support of William Kunstman for consideration and confirmation as Deputy Director , Department of Labor and Industrial Relations, GM 529

I am Kate Stanley testifying in my individual capacity in support of the confirmation of William (Bill) Kunstman as Deputy Director of the Department of Labor and Industrial Relations.

I have known and worked with Bill for close to 20 years. He has consistently demonstrated his knowledge of issues and commitment to the working men and women of Hawai'i.

Bill knows his Department and the issues that face working people. He is responsive to questions and concerns. As Deputy Director Bill will continue to serve the Department as he has in the past years.

Bill is committed to the State of Hawaii, the Department, and the working men and women the Department of Labor serves. Having worked with Bill in many situations I know that if says he will show up and work hard he will.

The Department of Labor and Industrial Relations is fortunate to have the continued service of Bill Kunstman.

I wholeheartedly recommend that the Committee on Labor and Technology support the confirmation of William (Bill) Kunstman as Deputy Director of the Department of Labor and Industrial Relations.



**GM-529**

Submitted on: 4/9/2023 11:21:23 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cathy Wilson	Individual	Support	Written Testimony Only

Comments:

***Support for GM 529***

I strongly support GM 529, submitting for consideration and confirmation as the Deputy Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, WILLIAM "Bill" KUNSTMAN, for a term to expire 12-07-2026.

Mr. Kunstman has served the DLIR for the past 12 years, and during his service I have observed the following:

1. I have observed Bill working diligently with the Director(s) primarily on workers' compensation issues.
2. He is a true friend of the injured worker and has helped the Director(s) with policies favorable to getting the worker necessary medical treatment to be able to get back to work.
3. He has excellent work ethic and is dedicated to his profession.
4. He is a man of integrity
5. He is approachable and communicates with intelligence and knowledge, but humility.
6. He is currently doing a great job as the acting Deputy Director, and will continue his stellar efforts going forward.

As such, I fully support the confirmation of Bill as Deputy Director of DLIR.

Thank you for your confirmation consideration.

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**GM-529**

Submitted on: 4/9/2023 2:05:51 PM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
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: Monday, April 10, 2023

Time: 3:00 p.m.

Place: Conference Room 224

State Capitol

415 South Beretania Street

Support for GM 529

I strongly support GM 529, submitting for consideration and confirmation as the Deputy Director, Department of Labor and Industrial Relations, Gubernatorial Nominee, WILLIAM KUNSTMAN, for a term to expire 12-07-2026.

Bill has served the DLIR 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. I have observed Bill working with the Director primarily on workers' compensation issues.
3. He is a true friend of the injured worker and has helped the Director with policies favorable to getting the worker necessary medical treatment to be able to get back to work.
4. He is sincere with his work ethic and dedicated to his profession.
5. He is a man of integrity and has always impressed me as someone who keeps his word.
6. He is approachable and communicates with intelligence and knowledge, but humility.
7. He has already been doing a great job as the acting Deputy Director, and will continue his stellar efforts going forward.

As such, I fully support the confirmation of Bill as Deputy Director of DLIR.

Matt Matsunaga

**LATE**

**GM-529**

Submitted on: 4/10/2023 10:58:09 AM

Testimony for LBT on 4/10/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lynell Yuu	Individual	Support	Written Testimony Only

Comments:

Please CONFIRM Deputy Director nominee WILLIAM KUNSTMAN. He was the best everything at DLIR during COVID and even prior. Always available by phone or email and did not shy away from helping the public, especially the unemployed and about to be unemployed.

I worked with him during my public service years and he would be an asset to the state, the people and make DLIR shine!

April 10, 2023

**LATE**

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

Date: Monday, April 10, 2023  
Time: 3:00 p.m.

**RE: Testimony in Support of GM 529**

Submitting for consideration and confirmation as the Deputy Director,  
Department of Labor and Industrial Relations, Gubernatorial Nominee,  
WILLIAM KUNSTMAN.

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

I want to take this opportunity to submit testimony in strong support of Mr. William Kuntsman for consideration and confirmation as Deputy Director, Department of Labor and Industrial Relations.

As a vocational rehabilitation provider of services to injured workers, I appreciate Mr. Kuntsman's continued willingness to meet and discuss issues that impact on our clients.

I also believe that his many years of experience and service with the State of Hawaii make him an excellent and qualified candidate for this position.

Thank you for the opportunity to submit my testimony.

Kirsten H. Yonamine, M.Ed., CRC, LMHC  
Vocational Management Consultants, Inc.  
715 S. King Street, #410  
Honolulu, Hawaii 96813  
Phone: (808) 538-8733