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January 28, 2013

The Honorable Chair Ron Menor and Members
Honolulu City Council
Executive Matters and Legal Affairs Committee
530 South King Street
Honolulu, Hawaii 96813

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Subject: Letter in Support of Confirmation of Carolee Kubo as Director of the Department of Human Resources, City and County of Honolulu

Dear Chair Menor and Members,

I am writing in strong support of Ms. Carolee Kubo's nomination for the appointment to the position of Director of the Department of Human Resources, City and County of Honolulu.

I have known Carolee since 1996, when we first met as mothers to our sons' baseball team, and she taught me how to scorekeep. I also kept in touch with her and got to know her better as I became active as a steward for the Hawaii Government Employee's Association (HGEA), and she was a Field Services Officer.

Carolee has the breadth of knowledge from both sides of the negotiation table: as an employer and as an employee, as she has experience as a manager for the Hawaii Health Systems Corporation and as a manager for HGEA. This dual role strengthens her candidacy in dealing with human resources matters with her extensive knowledge of negotiating collective bargaining agreements with your main public unions, HGEA and the United Public Workers (UPW).

She has experience in public and private sector laws related to collective bargaining, civil service rights, workers compensation laws, Equal Employment Opportunity, Hawaii Civil Rights Commission laws, Fair Labor Standards Act, Family Medical Leave Act, and other relevant State and Federal laws. She has worked on diverse cases such as employee misconduct; sexual harrassment; discrimination; Occupational Safety and Health violations; personnel management and labor relations concepts; administrative rules, regulations, policies and guidelines related to collective bargaining, applicable statutes, laws and charters, public and private sector laws.

Carolee has strong work ethics and leadership qualities and is very collaborative and personable.

Mr. Chair and Council Members, I strongly urge you to confirm Ms. Carolee Kubo as the Director of the Department of Human Resources, City and County of Honolulu. She will be an asset to your organization.

Respectfully submitted,

Diane Nakashima