

PAUL T. TSUKIYAMA
Email: tsukiyamp001@hawaii.rr.com

EMPLOYMENT HISTORY

2022-Present

- *Arbitrator-Labor and employment issues
- *Hearings Officer-Department of Planning & Permitting, City & County of Honolulu

November 2015-December 2021

Associate Counsel
Naval Facilities Engineering Command Hawaii
United States Navy

This position serves as legal counsel to the Naval Engineering Command at Pearl Harbor, Hawaii. Primary job responsibilities are to advise and represent the Command in the following areas:

- *Employment law, including representation before the Federal Merit Systems Protections Board and Equal Employment Opportunity Commission
- *Federal ethics regulations
- *Freedom of Information Act (FOIA) requests
- *Fiscal law
- *Investigations by the Inspector General and Judge Advocate General Manual

November 2013-November 2015

Director of Human Resources
Hawaii Health Systems Corporation, Oahu Region
State of Hawaii

This position oversaw all labor and employment matters for the Oahu Region of the Hawaii Health Systems Corporation (HHSC), a public agency under the State of Hawaii charged with the operation of the State's acute and long-term care hospitals. The Oahu Region consists of two long-term care facilities, Leahi and Maluhia Hospitals which employ approximately 450 health care employees. Major duties and responsibilities of this position included the following:

- *Ensuring compliance with all collective bargaining, civil service and other employment laws and regulations including equal employment, anti-discrimination, family and medical leave,

development and compliance with all regional personnel policies and worker's compensation benefits;

- *Oversight of employment-related investigations, organizational structure, disciplinary actions and employee evaluation procedures, recruitment, monitoring of labor/employment legislation;

- *Advised the Regional CEO on all labor and employment matters, participated in senior management decision-making, particularly on issues of labor/employment costs on regional fiscal condition;

- *Advised the Regional Board of Directors on all employment-related policy matters;

- *Supervised the Human Resources Department which was responsible for employment matters of both hospitals.

NOVEMBER 2009-NOVEMBER 2013

Vice-president/Director of Human Resources
Hawaii Health Systems Corporation
State of Hawaii

This position was responsible for the general oversight of approximately 4,000 employees of the HHSC system on a Statewide basis. Major duties and responsibilities of this position included:

- *Representing HHSC as a public employer in collective bargaining matters, including the negotiation and application of collective bargaining and supplemental labor agreements, grievance procedures, and labor disputes;

- *Maintaining a personnel system in accordance with State civil service requirements, including recruitment, classification, benefits, evaluation of employees, promotions and disciplinary actions;

- *Developing and administering personnel policies for HHSC in accordance with applicable laws and regulations in conjunction with system needs;

- *Developing strategic and organizational planning for human resource matters in conjunction with HHSC needs and requirements;

- *Ensuring compliance with applicable employment and labor laws, including anti-discrimination, compensation and health care regulations;

***Establishing and implementing orientation and training programs for HHSC employees and administrators;**

***Drafting of legislative testimony on labor and employment matters;**

***Supervision of approximately 14 corporate office Human Resources staff.**

November 2007-November 2009

**Director, Office of Information Practices
Office of the Lieutenant Governor
State of Hawaii**

This position was charged with administering the State's Uniform Information Practices Act (UIPA) and Open Meetings (Sunshine) Law established under Hawaii Revised Statutes (HRS) chapters 92, part I and 92F. This position managed and supervised seven staff members, including four attorneys. Job duties and responsibilities included:

***Rendering oral and written opinions on the interpretation and application of chapters 92 and 92F regarding the disclosure of public records and conduct of meetings by public boards and agencies;**

***Conducting investigations into inquiries involving chapters 92 and 92F;**

***Conducting compliance training for government agencies, boards and commissions;**

***Publishing a regular newsletter outlining current issues involving open government records and meetings, and maintaining a website containing prior opinions, compliance and other pertinent information;**

***Drafting, submitting and presenting oral and written testimony on pending legislation;**

***Responsibility of all office budgetary and personnel matters.**

January 1997-November 2007

**Section Head-Personnel Section
Department of Corporation Counsel
City and County of Honolulu**

The labor/personnel section represented and advised all City departments and administration in labor and employment matters, and also advised and represented the Honolulu Police, Fire

and Emergency Services Departments in all legal matters. Included the supervision of four other attorneys. Job duties included:

- *Providing of legal advice and opinions, contract review, representation of City departments and personnel in labor-related litigation and administrative hearings, including the Civil Service Commission hearings, grievance arbitration, interest arbitration and prohibited practice hearings;

- *Advising and representing all branches of the City Department of Human Resources;

- *Providing training in specific legal areas including sexual harassment and other anti-discrimination matters;

- *Interpretation of collective bargaining and supplemental agreements under HRS chapter 89;

- *Representation and advisory responsibilities for the State of Hawaii Merit Appeals Board.

January 1989-December 1996

Director, Special Prosecutions Division
Supervisor, White Collar Crime Branch
Department of the Prosecuting Attorney
City and County of Honolulu

As the Director of the Special Prosecutions Division (SPD) from 1995-1996, I was responsible for the overall supervision of approximately 50 employees, including attorneys, investigators, paralegals and clericals. The SPD consisted of five subdivisions assigned to prosecute organized crime, career criminals, sex assault, domestic violence and white collar crimes. Specific duties included review and approval of plea agreements, review of charged cases for preliminary hearings and grand jury proceedings, training, assignment and evaluation of personnel, setting of division procedures, and communication with the State Judiciary in regard to criminal procedural rules and related matters.

As supervisor of the White Collar Crime Unit from 1989-1995, I oversaw a nine-person unit charged with the investigation, charging and trial of white collar crime cases. Subject matters included securities and investment fraud, major thefts, computer crimes, government corruption, racketeering and money laundering.

March 1987-January 1989

Deputy Attorney General
Commerce and Economic Development Division
State of Hawaii

Job duties consisted primarily of advising and representing various branches and administrators of the State Department of Commerce and Consumer Affairs (DCCA) such as the State Securities Commissioner, Director of Financial Institutions, Insurance Commissioner, timeshare Administrator and various vocational boards and commissions of the DCCA. Assignments included the handling of trials in State and Federal courts, appellate writing and advocacy before the Hawaii Supreme Court, administrative hearings, legislation and drafting of legal opinions.

June 1985-March 1987

Special Enforcement Attorney
Department of Commerce and Consumer Affairs
State of Hawaii

Job duties included interpretation and enforcement of the newly-enacted State Uniform Securities Act (HRS Chapter 485) and timesharing Plans (HRS Chapter 514E). Duties also included the direction and supervision of investigations into securities offerings, drafting of administrative cease-and-desist orders, and representation of the DCCA at legal proceedings.

February 1984-May 1985

Associate Attorney
Law Offices of Herbert R. Takahashi

Job duties included (1) representation of claimants in workers compensation claims before the Disability Compensation Division, Department of Labor and Industrial Relations Appeals Board and appellate court levels, and (2) representation of plaintiffs in personal injury lawsuits at the pre-trial, trial and appellate levels.

October 1981-February 1984

Deputy Prosecuting Attorney
City and County of Honolulu

Job duties consisted of trials of felony and misdemeanor criminal cases before State Circuit and District Courts in both jury and non-jury settings.

Special Appointments and Services

*Chairperson, Criminal Justice and Corrections Section, Hawaii State Bar Association, 1995-1996.

*Committee member, Hawaii State Judiciary Committee on Hawaii Rules of Penal Procedure and Circuit Court Criminal Rules, 1995-1996.

*Arbitrator, First Circuit Court, State of Hawaii, Court-Annexed Arbitration Program, 1990-2001.

Education and Degrees

*1981-Juris Doctor, Willamette University College of Law, Salem, Oregon

*1978-Bachelor of Arts, University of Hawaii-Manoa (Journalism)

Bar memberships

*State of Hawaii, No. 3041 (1981)

*United States District Court, District of Hawaii (1981)

Arbitration Fees and Expenses

*Hourly rate: \$275 per hour plus GET

*Travel costs: Travel and lodging (including ground transportation) expenses for in-person hearings