

I Mina Trentai Kudttro Na Liheslaturan Guðhan
APPOINTMENTS

DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPT. DATE	TERM LENGTH	CMTE REFERRED	DATE REFERRED	PUBLIC HEARING DATE	CMTE REPORT FILED
35GL-19-0031	David Dell'Isola	Director	Department of Labor	1/17/19	To serve at the pleasure of the Governor	Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor	1/23/19	2/6/2019	2/13/19 4:01 p.m.



**COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS,
TELECOMMUNICATIONS, TECHNOLOGY AND LABOR**

SENATOR RÉGINE BISCOE LEE, CHAIR

**MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE**

FEB 12 2019

The Honorable Tina Rose Muña Barnes

Speaker

I Mina'trentai Singko na Liheslaturan Guåhan

163 Chalan Santo Papa

Hagåtña, Guam 96910

VIA: The Honorable Amanda L. Shelton
Acting Chairperson, Committee on Rules

RE: Committee Report on Executive Appointment of Mr. David Dell'Isola

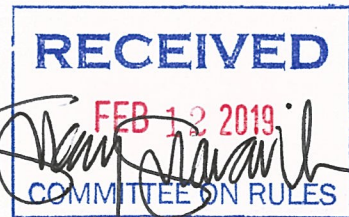
Dear Speaker Muña Barnes,

Buenas yan Håfa adai! Transmitted herewith is the **Committee Report on the appointment of Mr. David Dell'Isola to serve as Director of the Department of Labor**, and which was referred to the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor.

2019 FEB 13 PM 4:01

Committee votes are as follows:

- 6 TO CONFIRM
- 0 TO NOT CONFIRM
- 0 TO REPORT OUT ONLY
- 0 TO ABSTAIN
- 0 TO PLACE IN INACTIVE FILE



2:30pm.

Respectfully,

Senator Clynton E. Ridgell
Acting Chairperson





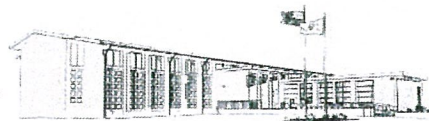
**COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS,
TELECOMMUNICATIONS, TECHNOLOGY AND LABOR**

SENATOR RÉGINE BISCOE LEE, CHAIR
I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

COMMITTEE REPORT

Nomination of Mr. David Dell'Isola

**as Director of the Department of Labor
to serve at the pleasure of
*I Maga'Hågan Guåhan***





**COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS,
TELECOMMUNICATIONS, TECHNOLOGY AND LABOR**

SENATOR RÉGINE BISCOE LEE, CHAIR

I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

FEB 12 2019

MEMORANDUM

To: All Members
Committee on Federal and Foreign Affairs,
Telecommunications, Technology, and Labor

From: Senator Clynton E. Ridgell
Acting Chairperson

Re: Committee Report on the Appointment of Mr. David Dell'Isola

Buenas yan Håfa adai! Transmitted herewith is the Committee Report on the appointment of Mr. David Dell'Isola to serve as Director of the Department of Labor.

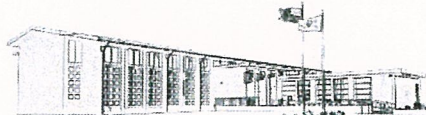
This report includes the following:

- Copy of COR Referral of the Appointment
- Copy of the Appointment Letter to the Speaker
- Copy of the Appointment Packet and Supporting Documents
- Notices of Public Hearing and Other Correspondence
- Copy of the Public Hearing Agenda
- Public Hearing Sign-in Sheet
- Submitted Written Testimonies and Supporting Documents
- Committee Report Digest
- Committee Vote Sheet
- Related News Reports

Please take the appropriate action on the attached voting sheet. Your attention to this matter is greatly appreciated. Should you have any questions or concerns, please do not hesitate to contact my office.

Respectfully,


Senator Clynton E. Ridgell
Acting Chairperson



Senator Amanda L. Shelton,
Vice Chairperson

Speaker Tina Rose Muña Barnes,
Member

Vice Speaker Telena Cruz Nelson,
Member

Senator Kelly Marsh (Taitano), Ph.D.,
Member

Senator Sabina Flores Perez
Member

Senator Clynton E. Ridgell
Member



COMMITTEE ON RULES
SENATOR RÉGINE BISCOE LEE, CHAIR
I MINA'TRENTAI SINGKO NA LIHESLATURAN GUAHAN
35TH GUAM LEGISLATURE

Senator Joe S. San Agustin,
Member

Senator Jose T. Terlaje,
Member

Senator Therese M. Terlaje,
Member

Senator James C. Moylan,
Member

Senator Mary Camacho Torres,
Member and
Chair, Subcommittee on Protocol

January 23, 2019

MEMO

To: **Rennae Meno**
Clerk of the Legislature
Attorney Julian Aguon
Legislative Legal Counsel

From: **Senator Régine Biscoe Lee**
Chairperson, Committee on Rules

Re: **Referral of Appointment**

Buenas yan Håfa adai.

As Chairperson of the Committee on Rules, I am forwarding the referral of the following appointment:

Appointee: **David Dell'Isola**
Position: **Director, Department of Labor**
Term Length: **To serve at the pleasure of the Governor**

The appointee's nomination packet may be referenced in the Guam Legislature's website at http://guamlegislature.com/35th_mess_comms.htm. Please refer to the following document:


"35GL-19-0031- Office of the Governor of Guam - Appointment and Supporting Documents for David Dell'Isola, Director, Department of Labor."

Please ensure that the aforementioned appointment is referred to **Senator Régine Biscoe Lee, Chairperson of the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor.**

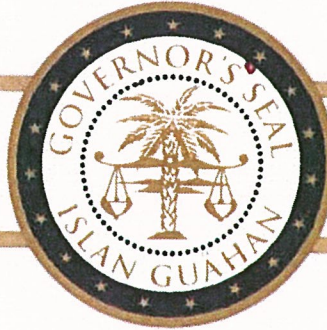
If you have any questions or concerns, please feel free to contact Mary Maravilla, Committee on Rules Director at 472-2461.

Thank you for your attention to this important matter.

Respectfully,


Senator Régine Biscoe Lee
Chairperson, Committee on Rules

UFISINAN I MAGA'HAGA
OFFICE OF THE GOVERNOR



LOURDES A. LEON GUERRERO
MAGA'HAGA • GOVERNOR

JOSHUA F. TENORIO
SIGUNDO MAGA'LAHI • LIEUTENANT GOVERNOR

January 17, 2019

Honorable Tina Muna Barnes
Speaker
I Mina'trentai Singko Na Liheslaturan Guahan
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96932

356L-19-0031
Speaker Tina Rose Muna Barnes
RECEIVED
DATE: 1/17/19
SLOPA

RE: Appointment, Department of Labor

Dear Madame Speaker:

By virtue of the authority vested in me pursuant to the Organic Act of Guam and the local laws applicable to the following position, I am pleased to transmit the following appointment and supporting documents for:

APPOINTEE:	David Dell'Isola
POSITION:	Director, Department of Labor
TERM LENGTH:	To serve at the pleasure of the Governor

The appointment is subject to the consent of *I Liheslaturan Guahan*. Please schedule a hearing at your earliest convenience.

Senseramente,

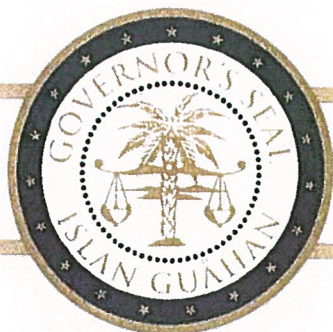
Lourdes A. Leon Guerrero
I Maga'Hagan Guahan
Governor of Guam

2019 JUN 17 PM 5:51
g

0031

UPISINAN I MAGA'HAGA
OFFICE OF THE GOVERNOR

LOURDES A. LEON GUERRERO
MAGA'HAGA • GOVERNOR



JOSHUA F. TENORIO
SIGUNDO MAGA'LAHI • LIEUTENANT GOVERNOR

January 7, 2019

David Del'Isolla

Re: Appointment as Director, Department of Labor

Dear Mr. Del'Isolla:

Pursuant to my authority under 5 GCA §3112, it is with pleasure that I appoint you

DIRECTOR, DEPARTMENT OF LABOR

This appointment shall be at

THE PLEASURE OF THE GOVERNOR

Appointing you to this position comes with great responsibility because you will have a vital role to perform which will place many demands on your time and energy. Integrity and honesty are virtues that I prioritize for my Administration to exemplify, and I know that you will do the same while in service to the people of Guam. Your responsibilities, as described throughout Guam law, shall be significant and consequential. I trust that you will fulfill your duties and set a standard for others to follow.

I appreciate your willingness to serve in this position, and I am confident that your time will be spent in a manner to improve the island of Guam.

This appointment is subject to the advice and consent of *I Liheslaturan Guåhan*. Pending the consent of, and confirmation of this appointment by *I Liheslaturan Guåhan*, you are hereby appointed to serve as **DIRECTOR** in an acting capacity.

This appointment is effective January 7, 2019. If you have any questions, please contact the Office of the Governor.

Senseramente,

LOURDES A. LEON GUERRERO
I Maga'hågan Guåhan
Governor of Guam



OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Sheet

The following information is required for submission to the
Speaker of *I Liheslaturan Guåhan* in accordance with Title 4, Guam Code Annotated Section 2103

NOMINEE INFORMATION

Last Name DELL'ISOLA	First Name DAVID	Middle Initial M
Mailing Address [REDACTED]		Apartment/Unit #
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]
Phone [REDACTED]	E-mail Address [REDACTED]	
Position to which Appointment is Made Director, Department of Labor		
Are you a citizen of the United States? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
If no, are you authorized to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>		

EDUCATION

SCHOOL (Name, City and State)	DATES OF ATTENDANCE	TYPE OF DEGREE	YEAR EARNED
High School Friendly Senior High School, MD		High School Diploma	1976
College University of Guam, Mangilao, Guam		BBA	1986
Graduate School [REDACTED]			
Other Degree			

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address Guam Medical Waste Management Tamuning, Guam	Position Title General Manager
	Dates Held 1/2012 - 10/2012

Previous Employer and Mailing Address Agency for Human Resources Development GCIC Bldg Hagatna, Gu 96932	Position Title Director
	Dates Held 09/2006 - 01/2011

Previous Employer and Mailing Address MAPROI Systems, Inc. Sterling, Va 20166	Position Title Sales Executive
	Dates Held 09/2006 - 01/2011

Previous Employer and Mailing Address Guam Department of Labor Tiyan, Guam	Position Title Director
	Dates Held 01/2000 - 01/2003

Previous Employer and Mailing Address Department of Youth Affairs Government of Guam	Position Title Director
	Dates Held 01/1995 - 12/1999

PRIOR GOVERNMENT OF GUAM SERVICE

Agency or Department Name		Position Title	
Address	Phone No.	Dates Held	

Agency or Department Name		Position Title	
Address	Phone No.	Dates Held	

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

<i>Agency or Department Name</i>		<i>Position Title</i>	
<i>Address</i>	<i>Phone No.</i>	<i>Dates Held</i>	

<i>Agency or Department Name</i>		<i>Position Title</i>	
<i>Address</i>	<i>Phone No.</i>	<i>Dates Held</i>	

TRAINING

<i>INSTITUTE/SEMINARS/ON-THE-JOB TRAINING</i>	<i>DATE</i>

AWARDS

<i>List all educational, professional, civic awards, and recognition for public service:</i>

PROFESSIONAL INVOLVEMENT

<i>List involvement on a local/national/international level. List organizations, activities participated in, and offices held:</i>

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities participated in, and offices held:

--

PUBLICATIONS AND PRESENTATIONS

List any published articles, papers delivered at professional meetings, etc.:

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MILITARY SERVICE (Please attach Form DD-214)

<i>BRANCH</i>	<i>DATES OF SERVICE</i>	<i>RANK AT DISCHARGE</i>	<i>TYPE OF DISCHARGE</i>

OTHER INFORMATION

(1) Have you ever been found guilty of a felony in any court, whether within or without the United States?

Yes No If so, please specify in detail: _____

Address of the Court: _____

Date(s) of Conviction: _____

Specific Infraction Committed: _____

(2) Have you ever been declared mentally incompetent by any court, whether within or without the United States?

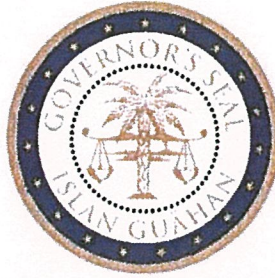
Yes No If so, please specify in detail the reasons and facts related to such declaration:

(3) Have you ever been found not guilty or not punishable in any criminal proceedings by reason of insanity?

Yes No

(4) Have you ever been confined to a mental institution for any reason?

Yes No If so, please specify in why the appointing authority believes you that you are not suffering from any mental illness or affliction:



OFFICE OF THE GOVERNOR OF GUAM

Statement of Financial Interests

(Required by 4 G.C.A. §13104.1)

TO: The Honorable Lourdes A. Leon Guerrero
Governor of Guam
Ricardo J. Bordallo Governor's Complex
Adelup, Guam 96910

FROM: David Dell'Isola

- I have no financial interest in any business
- I do have interest(s) in the following business(es):

NAME AND ADDRESS OF BUSINESS INTEREST	TYPE AND AMOUNT OF INTEREST

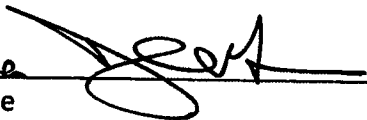
Signature

1-16-2019
Date

AFFIDAVIT / DECLARATION UNDER PENALTY OF PERJURY

I, the undersigned, do hereby depose and say that: (1) I have read and reviewed the information contained in the attached Appointment/Nomination letter from the Governor of Guam; (2) that the matters contained in the Appointment/Nomination letter, together with all attachments thereto, are true and correct and that I am competent to testify to said matters; and (3) that this Declaration is made for the purpose of complying with the requirements of 4 G.C.A. Section 2103.5.

I declare under penalty of perjury under the laws of Guam (4 G.C.A. Section 4308) that the foregoing is true and correct.

David Dell'Isola 
Print Name and Signature

1-16-2019
Date



SUPERIOR COURT OF GUAM

Guam Judicial Center • 120 West O'Brien Drive • Hagatña, Guam 96910

Telephone (671) 475-3370/475-3449
Fax (671) 472-2856

DANIELLE T. ROSETE
Clerk of Court

Name: **DAVID M DELL'ISOLA**

SS#: ID# **GU DL#** [REDACTED] Date of Birth: [REDACTED]

CERTIFICATE OF SEARCH

The undersigned Clerk hereby certifies the following results of a diligent search of the records of this Court:

Criminal Cases:

- A. No Case Found
- B. 1. Criminal Case No.
- 2. Criminal Case No.
- 3. Criminal Case No.
- 4. Criminal Case No.
- 5. Criminal Case No.

Criminal Record: Page 1 of 1

Civil Cases:

- A. No Case Found
- B. 1. Civil Case No.
- 2. Civil Case No.
- 3. Civil Case No.
- 4. Civil Case No.
- 5. Civil Case No.

Civil Record: Page 1 of 1

Request for further information may be addressed at the Records Division of the Superior Court of Guam, Guam Judicial Center, 120 West O'Brien Drive, Hagatña, Guam. Hours of operation are Monday – Friday, 8:00 a.m. to 5:00 p.m. Closed Saturday, Sunday and local/federal holidays. Court Clearances are Non-Refundable.

Dated: 01/02/2019

DANIELLE T. ROSETE
Clerk of Court

[Signature]
BY: **RODNEY-JOE P. MANIBUSAN**
Deputy Clerk



The absence of an original Court Seal invalidates this document

Prepared By: **MG**



**Government of Guam
 GUAM POLICE DEPARTMENT
 RECORDS & IDENTIFICATION SECTION
 P.O. Box 23909
 Guam Main Facility, Guam 96921**



January 2, 2019

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	David M. DELL'ISOLA		
DATE OF BIRTH:	██████████	FINGERPRINT#:	102 240
■	The individual has no record of criminal conviction(s) in GPD files that are subject to Guam law and rules and regulations of the Department.		

*****NOTHING FOLLOWS*****

THIS INFORMATION MAY BE LIMITED TO A LOCAL CRIMINAL OFFENSE ONLY AND IS NOT INTENDED FOR USE FOR ANY LOCAL, STATE, OR FEDERAL LAW ENFORCEMENT AGENCY.

Jm

By Direction: priscilla

JEm

**JOSEPH I. CRUZ
 Chief of Police**

The absence of an original GUAM POLICE seal invalidates this police clearance.
 REVISED 08/03/16

PROFESSIONAL PROFILE

- Over 12 years experience in running Government Agencies/Departments under two different Governors
- Culturally sensitive, politically acute, and experienced with cross-cultural interaction
- Highly self-motivated, task oriented and resolution focused consensus builder
- Experienced in managing multiple shifts with an aggregate of 50 or more employees
- Experienced in leading and partnering with supervisory team and crew [internal and external service assets] to generate quality business results through consistent use of strategic business plans, team building and organizational communication;
- Strong ability to translate financial information, observational data, employee and customer feedback into actionable data that reduces risks and realizes opportunities; A track record of having accountability for P&L along with experience in leading and participating in timely and accurate reporting, budgeting, forecasting and planning processes for multiple sites & business lines;
- Demonstrated ability to implement operating systems and work processes
Knowledge and history of compliance with a wide variety of federal and local regulation.

RELEVANT WORK EXPERIENCE

2013-2018 **Retired, lived in Italy**

01/12-10/12 **Guam Medical Waste Management** **General Manager**
Suite 210, Guam Medical Plaza

Short term hire to reorganize the business and improve customer sales. Established database to track sales; reduced accounts receivable down from 6 months to less than 30 days. Organized warehouse, established a filing system resulting in passing surprise fire inspections. Improved customer relations and acquired major new customers; Navy Hospital, AAFB Clinic, and military ships, effectively tripling sales.

09/06-01/11 **Agency for Human Resources Development** **Director**
Appointed by Governor Felix P Camacho

Directed a Government of Guam agency with a \$5 million budget with over 40 personnel. Streamlined the procurement process for service providers. Created public/private apprenticeship programs. Assisted with the development of Guam's Workforce Investment Strategic Plan and its implementation. Assisted in the development of a regional workforce strategy to include the CNMI, Yap and Palau. Involved with the island planned workforce development for the public, private, and military sectors for the military buildup, to include being a Member of Civilian Military Task Force for Labor. Successful in securing two new program funding for a Disability Program Navigator Initiative and a Disable Veterans Outreach Program. Secured and developed programs for \$3.5 million in ARRA funding (The American Recovery and Reinvestment Act).

08/03-06/04

MAPROI Systems, Inc.
Sterling, Va. 20166

Sales Executive

Essential in the building of a sales division for a complex start-up technology firm that specializes in providing government contractors a web-based procurement tool for winning bids. This system is designed to give businesses an end-to-end system for identifying, qualifying, proposing, and managing Government business.

Further my comprehension and working knowledge of the Federal Procurement System. Managed projects, developed tools and presentations for sales demonstrations to corporate executives. Throughout tenure I was the lead sales person and presenter.

01/00-01/03

Guam Department of Labor

Department Director

Appointed by Governor Carl T.C. Gutierrez

Improved collaboration with the Federal Government resulting in \$250K increase in annual benefits share, with emphasis on Federal grants submissions resulting in an addition \$1.5 million in awards.

In the first year streamlined and implemented internal controls for more efficient operations within the multi-tasked Department, resulting in a cost reduction for our budget of 35% as compared to previous years. Successfully developed and opened the One-Stop Career Center.

After only three months in the position, completed and published on time all statistical reports for the first time since over three years. Introduced and had passed special legislation allowing Hearings for the first since 1993 on Worker Compensation Claims.

Successfully negotiated with the Federal Government to secure millions for disaster relief. Completed the complex negotiations in only two days after the Disaster Declaration. The grant was for the typhoon unemployment. Developed and setup the infrastructure and distributed over 5000 claims, subsequently earning an outstanding rating from the Federal auditors with zero violations.

01/95- 12/99

Department of Youth Affairs (DYA)

Department Director

Appointed by Governor Carl T.C. Gutierrez

Within the first few weeks of office successfully regained a two-year control of DYA from the Department of Corrections. Reopened the Cottage Homes Facility for status offenders and redirected the main emphasis of DYA from incarceration to prevention, treatment, and aftercare by developing a teamwork concept.

Organized resources toward Grant writing, interfaced with Feds in Wash. DC and more than tripled the total award amount of Federal Grants from \$200K to \$750K, by consequently implementing more than 20 new youth programs and services. Design and implemented a Juvenile Boot Camp.

Before my departure the youth population at the correctional facility was at a 20 year low, with not one single successful escape and the recidivism rate went from 80% to below 45%.

Awarded "Department of the Year" three consecutive years by Governor's Excellence Award Committee.

1990 –1992 **Motorola Communications International** **District Sales Executive**
Dededo, Guam

Organized and managed all sales for the Federated States of Micronesia. Met regularly with island leaders and businessmen to develop, design, and have service all Motorola communication systems. In 1992 awarded “Over Achiever” for exceeding sales forecasts and performance by over 200% for the entire Pacific Area.

1986-1990 **Hattori Seiko (Guam) Inc.** **Sales & Mktg. Mgr.**
Tamuning, Guam

Managed, mentored and led an international sales force of 12 for the Western Pacific of a leading global timepiece manufacturer and distributor. Prepared all sales and import budgets, was primarily responsible for the implementation and administration of the regional advertising and promotion plan. Designed, developed and negotiated a military sales program with the US Navy retail resale system. Revitalized and tripled off-island sales with a gross sales increase from \$1.5 to a record setting \$2.5 million.

EDUCATION

B.B.A., Business Marketing, *Magna Cum Laude*, University of Guam, 1986
Recipient of five scholarships.



Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>

FIRST NOTICE OF CONFIRMATION HEARING – Wednesday, February 6, 2019 at 1:30 p.m.

Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>

Wed, Jan 30, 2019 at 12:00 PM

To: "Régine M. B. Lee" <senatorbiscoelee@guamlegislature.org>

Bcc: PH Notice <phnotice@guamlegislature.org>, Edward <edward.birn@doa.guam.gov>

FOR IMMEDIATE RELEASE

January 30, 2019

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Régine Biscoe Lee
Chairperson, Committee on Federal and Foreign Affairs,
Telecommunications, Technology, and Labor

Subject: First Notice of Confirmation Hearing
Wednesday, February 6, 2019 at 1:30 p.m.

Buenas yan Håfa adai!

Please be advised that the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor ("Committee") will convene a **Confirmation Hearing** on **Wednesday, February 6, 2019 at 1:30 p.m.** in *I Liheslaturan Guåhan's* Public Hearing Room on the following item:

- Appointment of David Dell'Isola to serve as Director of the Department of Labor

The Informational Briefing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via *I Liheslaturan Guåhan's* live feed. If written testimonies are to be presented at the Informational Briefing, the Committee requests that copies be submitted prior to the public hearing date and should be addressed to Senator Régine Biscoe Lee, Chair of the Committee. Testimonies may be submitted via hand delivery to the Office of Senator Régine Biscoe Lee at 163 Chalan Santo Papa, *Hagåtña*, Guam 96910 or via email to senatorbiscoelee@gmail.com.

In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Régine Biscoe Lee at (671) 472-3455 or by sending an email to senatorbiscoelee@gmail.com.

We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*

 1.30.2019 - First Notice of Confirmation Hearing (E. Birn, DOA Director).pdf
36K



OFFICE OF THE PEOPLE
SENATOR RÉGINE BISCOE LEE

I Mina'trentai Singko Na Liheslaturan Guåhan
35TH Guam Legislature

FOR IMMEDIATE RELEASE

January 30, 2019

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Régine Biscoe Lee 
Chairperson, Committee on Federal and Foreign Affairs,
Telecommunications, Technology, and Labor

Subject: First Notice of Confirmation Hearing
Wednesday, February 6, 2019 at 1:30 p.m.

Buenas yan Háfa adail!

Please be advised that the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor ("Committee") will convene a **Confirmation Hearing on Wednesday, February 6, 2019 at 1:30 p.m.** in *I Liheslaturan Guåhan's* Public Hearing Room on the following item:

- Appointment of **David Dell'Isola** to serve as Director of the Department of Labor

The Informational Briefing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via *I Liheslaturan Guåhan's* live feed. If written testimonies are to be presented at the Informational Briefing, the Committee requests that copies be submitted prior to the public hearing date and should be addressed to Senator Régine Biscoe Lee, Chair of the Committee. Testimonies may be submitted via hand delivery to the Office of Senator Régine Biscoe Lee at 163 Chalan Santo Papa, *Hagåtña*, Guam 96910 or via email to senatorbiscoelee@gmail.com.

In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Régine Biscoe Lee at (671) 472-3455 or by sending an email to senatorbiscoelee@gmail.com.

We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*



GUAM CONGRESS BUILDING • 163 CHALAN SANTO PAPA • HAGÁTÑA, GUAM 96910

(671) 472-3455 • senatorbiscoelee@guamlegislature.org



Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>

SECOND NOTICE OF CONFIRMATION HEARING – Wednesday, February 6, 2019 at 1:30 p.m.

Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>
To: "Régine M. B. Lee" <senatorbiscoelee@guamlegislature.org>
Bcc: PH Notice <phnotice@guamlegislature.org>, Edward <edward.birn@doa.guam.gov>

Mon, Feb 4, 2019 at 8:10 AM

FOR IMMEDIATE RELEASE
February 4, 2019

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Régine Biscoe Lee
Chairperson, Committee on Federal and Foreign Affairs,
Telecommunications, Technology, and Labor

Subject: Second Notice of Confirmation Hearing
Wednesday, February 6, 2019 at 1:30 p.m.

Buenas yan Håfa adai! Please be advised that the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor ("Committee") will convene a **Confirmation Hearing** on **Wednesday, February 6, 2019 at 1:30 p.m.** in *I Liheslaturan Guåhan's* Public Hearing Room on the following item:

- Appointment of David Dell'Isola to serve as Director of the Department of Labor

The Informational Briefing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via *I Liheslaturan Guåhan's* live feed. If written testimonies are to be presented at the Confirmation Hearing, the Committee requests that copies be submitted prior to the public hearing date and should be addressed to Senator Régine Biscoe Lee, Chair of the Committee. Testimonies may be submitted via hand delivery to the Office of Senator Régine Biscoe Lee at 163 Chalan Santo Papa, *Hagåtña*, Guam 96910 or via email to senatorbiscoelee@guamlegislature.org.

Individuals requiring special accommodations, auxiliary aids, or services may contact and submit their request to Christian Valencia at the Office of Senator Biscoe Lee at 163 Chalan Santo Papa, Hagatna, GU 96910, by phone at 472-3455, or by email at senatorbiscoelee@guamlegislature.org.

We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*

2 attachments

2.4.2019 - Second Notice of Confirmation Hearing (E. Birn, DOA Director).pdf
35K

2.4.2019 - Second Notice of Confirmation Hearing (E. Birn, DOA Director).pdf
38K



OFFICE OF THE PEOPLE
SENATOR RÉGINE BISCOE LEE

I Mina'trentai Singko Na Liheslaturan Guåhan
35TH Guam Legislature

FOR IMMEDIATE RELEASE

February 4, 2019

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Régine Biscoe Lee 
Chairperson, Committee on Federal and Foreign Affairs,
Telecommunications, Technology, and Labor

Subject: Second Notice of Confirmation Hearing
Wednesday, February 6, 2019 at 1:30 p.m.

Buenas yan Håfa adail! Please be advised that the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor ("Committee") will convene a **Confirmation Hearing on Wednesday, February 6, 2019 at 1:30 p.m.** in *I Liheslaturan Guåhan's* Public Hearing Room on the following item:

- Appointment of **David Dell'Isola** to serve as Director of the Department of Labor

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We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*



GUAM CONGRESS BUILDING • 163 CHALAN SANTO PAPA • HAGÁTÑA, GUAM 96910

(671) 472-3455 • senatorbiscoelee@guamlegislature.org



**COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS,
TELECOMMUNICATIONS, TECHNOLOGY AND LABOR**

SENATOR RÉGINE BISCOE LEE, CHAIR

I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

Confirmation Hearing

AGENDA

Wednesday, February 6, 2019 at 1:30 p.m.

Public Hearing Room

Guam Congress Building, *Hagåtña*, Guam

- I. Call to Order
- II. Opening Remarks/Housekeeping
- III. Item(s) for Discussion
 - **Appointment of David Dell'Isola to serve as Director,
Department of Labor**
- IV. Closing Remarks/Announcements
- V. Adjournment





**COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS,
TELECOMMUNICATIONS, TECHNOLOGY AND LABOR**

SENATOR RÉGINE BISCOE LEE, CHAIR
I MINA 'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

CONFIRMATION HEARING

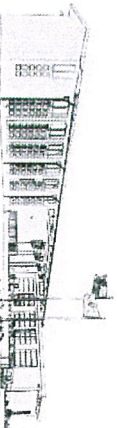
Appointment of David Dell'Isola to serve as Director, Department of Labor

Wednesday, February 6, 2019 at 1:30 p.m.

Public Hearing Room • Guam Congress Building, Hagåtña, Guam

SIGN-IN SHEET

NAME	AGENCY OR ORGANIZATION (IF ANY)	SUPPORT? OPPOSE?	Please indicate with ✓		CONTACT NUMBER	EMAIL ADDRESS
			WRITTEN TESTIMONY	ORAL TESTIMONY		
✓ <i>Narcis S Connelly</i>	<i>PHRS</i>	<i>Support</i>	<i>✓</i>		<i>688-5321</i>	<i>comment@guamir</i>
✓ <i>Grace Donaldson</i>	<i>PHRS</i>	<i>Support</i>	<i>✓</i>		<i>722-6800</i>	<i>grace.donaldson@phrs.gu</i>
✓ <i>Greg Massey</i>	<i>DOL</i>	<i>Support</i>		<i>✓</i>	<i>495-5005</i>	<i>greg.massey@del.dol.gu</i>
<i>Matthews Patron</i>	<i>Guam Shipyard</i>	<i>Support</i>	<i>✓</i>		<i>727-3399</i>	<i>mpatron@guamshipyard.gu</i>





**COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS,
TELECOMMUNICATIONS, TECHNOLOGY AND LABOR**

SENATOR RÉGINE BISCOE LEE, CHAIR
I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

CONFIRMATION HEARING

Appointment of David Dell'Isola to serve as Director, Department of Labor

Wednesday, February 6, 2019 at 1:30 p.m.
Public Hearing Room • Guam Congress Building, Hagåtña, Guam

SIGN-IN SHEET

NAME	AGENCY OR ORGANIZATION (IF ANY)	SUPPORT? OPPOSE?	Please indicate with <input checked="" type="checkbox"/>		CONTACT NUMBER	EMAIL ADDRESS
			WRITTEN TESTIMONY	ORAL TESTIMONY		
Lina Hammond	GDDL	SUPPORT			685-5440	lina.hammond@dol.guam.gov
Dorethy Gutierrez	GDDL	Support			320-4541	



February 5, 2019

The Honorable Regine Biscoe Lee
Committee on Federal and Foreign Affairs,
Telecommunications, Technology, and Labor
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

Hafa Adai Senator Lee and members of the committee:

Thank you for the opportunity to provide testimony in support of the appointment of Mr. David Dell'Isola as Director of the Department of Labor. My name is Maria Connelley, resident of Santa Rita and former Director of Guam Labor. I was appointed by Governor Felix Camacho in 2004 and served until 2010. I was then appointed by Governor Calvo in January 2015 and retired in June 2016.

I had the opportunity to work closely with Mr. Dell'Isola when he was appointed by Governor Felix Camacho to serve as Director of the Agency for Human Resources Development (AHRD) from September 2006 to December 2010. As guided by the goals of Guam's State Plan, together we focused on priorities that included:

- Increasing employment and skill levels by implementing effective strategies that deliver high quality services to employers and those seeking employment;
- Providing useful and timely data and reports on economic and workforce development;
- Providing an effective and integrated workforce learning continuum or system to promote lifelong learning and regional economies (Department of Education, Guam Department of Labor, Guam Community College, and University of Guam);
- Increasing economic opportunities for Guam residents through partnerships, collaboration with businesses, federal government and non-government organization entities; and
- Providing the people of Guam, a workforce investment system that is easy to access, navigate and assess.

With the staff at the department and collaborative support from government partners, businesses and stakeholders in the community, I am confident in Mr. Dell'Isola's leadership and commitment to carry out the tasks needed to meet DOL's mission: *"To foster, promote and develop the welfare of the wage earners of Guam, to improve their working and living conditions and also to advance their opportunities for occupational training and profitable employment."*

Sincerely,



Maria S. Connelley

Tel: 671-688-5321

Email: connent@gmail.com

February 6, 2019

Senator Regina Biscoe Lee
Chairperson
Committee on Federal and Foreign Affairs, Telecommunications, Technology and Labor
35th Guam Legislature
Hagatna, GU 96910

Hafa Adai Sen. Lee,

This letter is being written in support of the nomination of Mr. David Dell'Isola as Director of Labor.

Mr. Dell'Isola, as former Director of Agency for Human Resource Development, Department of Labor, he was instrumental in the implementation of the US Department of Labor's Registered Apprenticeship Program. This Apprenticeship program combined on-the-job training with classroom instruction to prepare workers for highly skilled careers.

Workers benefit from apprenticeships as it prepares them for good paying job and employers benefit from having highly skilled employees. Apprenticeships combine paid on-the-job training with classroom instruction to prepare workers highly-skilled workforce.

One of Mr. Dell'Isola traits is he is a good listener and shows a willingness to take the necessary action. These are very important traits of a leader and a manager.

For the above reasons, I believe that Mr.Dell'Isola will make an excellent Director of Labor.

Senseremente,



Grace Donaldson
COO/General Manager



Guam Shipyard ♦ 272 E. Harmon Industrial Park Road, Unit 201-202
Tamuning, Guam 96913

♦ Tel: (671) 648-1160 ♦ Fax: (671) 648-1166

February 6, 2019

The Honorable Regine Biscoe Lee
Committee on Federal and Foreign Affairs
Telecommunications, Technology, and Labor
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

Hafa Adai Senator Lee and Members of the Committee:

I am Mathews Pothen, President and Chief Executive Officer of Guam Industrial Services, Inc. dba Guam Shipyard. Thank you for the opportunity to provide testimony in support of the appointment of Mr. David Dell'Isola as Director of the Guam Department of Labor.

Guam Shipyard (GSY) has experienced remarkable achievements since its establishment in October 1997, with the support of Guam Department of Labor. From its pioneering days of its operation at the Ship Repair Facility through a sublease from Guam economic Development Authority (GEDA), to the tumultuous transition of its operation at that property, to the current operations of ship repair in Guam, Guam Shipyard has demonstrated its resilience to remain in operation and provide services to Navy and Military Sealift Command Ships that operate in the Western Pacific.

Guam Shipyard has participated in several workforce development programs as administered by Department of Labor and Agency for Human Resource Development. Mr. Dell'Isola was instrumental and assisted GSY in the implementation of the Guam Registered Apprentice Program; Stay in School Program for high school students; employment of people with disabilities, senior citizens, and dislocated workers.

Mr. Dell'Isola interacted with the private sector in numerous ways over his past tenure in DOL. He was responsible for the Workforce Investment Act Board, WIA mandates, programs and funding. He served with Director Ms. Maria Connelley in implementing the Guam Apprenticeship Program with funding from the U.S. Department of Labor. Guam Shipyard was a recipient of this program, having enrolled hundreds of participants over the last few years.

Guam Shipyard continues to participate in the Pre-apprentice and Apprenticeship Program with Guam Department of Labor.

The Guam Shipyard supports Mr. David Dell'Isola in his nomination to be the Director of Department of Labor.

Sincerely,

Mathews Pothen
President/CEO



COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS, TELECOMMUNICATIONS, TECHNOLOGY AND LABOR

SENATOR RÉGINE BISCOE LEE, CHAIR

I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

COMMITTEE REPORT DIGEST

I. OVERVIEW

The Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor convened a public hearing on February 6, 2019 at 1:30 p.m. in *I Liheslaturan Guåhan's* Public Hearing Room. On the agenda was the consideration of the **appointment of Mr. David Dell'Isola to serve as Director of the Department of Labor**, and whose appointment history is as follows:

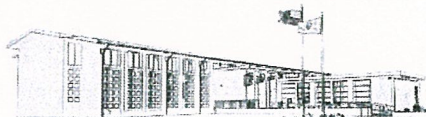
- Appointed by *I Maga'hågan Guåhan* on January 17, 2019 to serve at the pleasure of *I Maga'håga*.
- Appointment packet forwarded to *I Liheslatura* on January 17, 2019.
- Appointment packet forwarded to this Committee for public consideration on January 23, 2019.

Public Notice Requirements

Public Hearing notices were disseminated via electronic mail to all Senators and all main media broadcasting outlets on January 30, 2019 (Five-day Notice), and again on February 4, 2019 (48-Hour Notice).

Senators Present

Senator Régine Biscoe Lee, Chairperson
Senator Clynton E. Ridgell, Vice-Chairperson
Senator Amanda L. Shelton, Committee Member
Senator Sabina Flores Perez, Committee Member
Senator Mary Camacho Torres, Committee Member
Senator Therese M. Terlaje
Senator Jose "Pedo" Terlaje
Senator William M. Castro
Senator James C. Moylan
Senator Louise Borja Muña



II. SUMMARY OF TESTIMONY AND DISCUSSION

The public hearing was Called-to-Order at 1:32 p.m.

Chairperson Régine Biscoe Lee:

Buenas yan Håfa adai, ladies and gentlemen and welcome to your Guam Congress Building. This confirmation hearing by the Committee on Federal and Foreign Affairs, Technology, Telecommunications and Labor is hereby called to order. It is now 1:32 pm. For the record, and in accordance with section 8107 of Chapter 8, 5 GCA, public hearing notices were sent on Wednesday, January 30, 2019, adhering to the five working day notice and a second public notice on Monday, February 4th, 2019, 48 hours prior to today. In addition, this Confirmation Hearing was noticed on the Guam Legislature's website—that's www.guamlegislature.org.

Joining me here this morning are—and I'll introduce them one by one—to my left, the Vice-Chair of this Committee, Senator Clynt Ridgell, to his immediate left, Senator Will Castro, and to his left, Senator "Pedo" Terlaje. To my immediate right, Senator Mary Camacho Torres. To her right, Senator James Camacho Moylan. To his right Senator Therese Terlaje. And to her right, our legislative secretary, Senator Amanda Shelton.

I'd like to lay some initial ground rules to the conduct of this hearing. Number 1, when speaking, please ensure that the microphone is on, and that you are speaking into the microphone—we want to make sure that everybody in the Congress building as well as those watching on TV and YouTube are able to hear you. We will invite individuals who have signed up to testify. Individuals testifying will be recognized by the chair and we also ask them to please state their name and any titles they have for our recording purposes. After all the testimony, the order of questioning will begin with the chair. Once I complete my line of questioning, time will then be yielded to the other members of this committee, to other senators who wish to pose questions. So, each member will be allowed to pose one question to an individual testifying for one round and we'll exhaust the members' questions and if there's a necessity for it, we can have additional rounds of questioning. And we ask that questions and testimony be confined to the substance and nature on this agenda. So, on our agenda this afternoon is the executive appointment of Mr. Dave Dell'Isola to serve as the director of the Guam Department of Labor.

At this time, I'd like to call Mr. Dell'Isola forward and then after his initial remarks, the panel of individuals who've signed— anybody who signed up



to testify, I will call them forward and they can please be seated and we can begin with their testimony.

Mr. Dell'Isola, the floor is yours.

Mr. David Dell'Isola:

First, I'd like to thank you for calling me to be one of the first public confirmation hearings. It's always an honor to sit up in front of you. I also would be remiss not to thank the Governor and Lieutenant Governor for their faith in me and trust to run the Department of Labor. As you may know that I have about 12 years experience in a directorship capacity in Gov Guam and over seven years of it has been Department of Labor related. So I do come in with some experience. I've been looking very closely and evaluating each division. I have 9 divisions, and with the absorption of AHRD into the Department of Labor to see what areas are my biggest challenges and what areas I can probably grow and what are directions we clearly want to move towards. If you liked I'd like to go through each step of those divisions and give you a rundown of what's going on with the Department of Labor and then of course I can get into more details with your questions and I do have some support staff if you really want to get into the technical aspects that they can support what I say with more drilled down information, if you so desire.

Out of the nine divisions, the one that's been taking a lot of my time is the Alien Labor Processing. The H-2s have been a very hot topic especially with the new release of the federal register that barred H-2s from the Philippines from the approved list. Of course, they left the door open allowing for exemptions under the NDAA that are considered under the military interests. I know we had a great informational briefing this morning, I know a lot of you were there and some good information was released. And I also wanted to make sure if there is additional information in this complicated process that you need, that we have a presentation that is available to each and one of you to kind of get you up to speed on the complications and the challenges we have to address with the H-2s. Other than that, Greg Massey is a subject matter expert that has been there since the mid 80s—I mean the mid 90s when I was first Director of Labor there and he's continued to be there and is a plethora of information and a subject matter expert that I'm happy to make available for you as we work together to try to figure out a best solution for this H-2 crisis. I won't go into any more detail at that. I know there's a lot of information that is out there and if you want more information I'll be glad to answer that as needed. My Fair Employment practice under Jeff Pangelinan is been doing an excellent job. He's grown the department



and is working very hard and I don't see any problems. We've been doing a lot of outreach in that and as a general policy overall, I plan to heavily market our total services and packages, not only in our enforcement and compliance areas but also in the areas of the American Job Center and our mobile app. So I'll speak to that a little bit later.

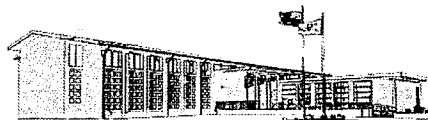
One of the biggest challenges that I have is my Workers Comp Division that has seen... has had a lot of issues and a lot of it is the challenges that I am working very closely and taking that as a personal priority to get up and running efficiently. I have been working and I have my Deputy looking at the policies, procedures and statutes because we need to get those up to date under the GCA and make sure that we put together some rules and some updates that we can actually submit to you maybe for propagation later on for possible legislation. So that is being looked at.

Of course I'm also working very closely with our present commission. One of the biggest stumbling blocks is having a quorum for regular commission meetings and as the Commissioner, I have to conduct those hearings and I've already gone down to the court and had to go in front of a judge and tell her that I was going to have a formal hearing within ninety days, and I plan to keep that promise.

So, in line with that, I have been working very closely with the AG's office. We are in the final stages of signing an MOU that will put a part time, but dedicated attorney to the Workers' Comp so that I can conduct those formal hearings and have a legal advice during those commission meetings. And hopefully if there's any other questions that come up like in wage-an-hour or anything that I can also tap that person.

So that was one of the biggest stumbling blocks was to get a permanent person to assist us in these legal matters because Workers Comp hearings are very complicated and they require me, as the Commissioner, to have legal advice to make sure I'm properly conducting and that I'm moving forward with gathering of evidences and making decisions to the commission. So that is also working.

I'm also trying my best to figure out with no funding in that division to get resources in there and make sure the computers are all up to date and working and trying to do an assessment of the needs-- technical needs of that division so that we can start inputting cases inside there and automate that whole system. I think that is something that is... the old stack boxes behind you and using that as your filing system has got to go and I plan on trying to tackle that monumental task of trying to get that



caught up to the new technology that we need so that we can get quick access to information and move that forward.

My wage an hour is probably my other division that we, unfortunately, had a lot of retirement. I lost a lot of the subject matter experts in that field, but I am also working very closely with that to try and get some qualified resources shifting around from what I have internally to get over there and detailing them temporarily, to get them caught up to speed. I'm also trying to get their technologies up and running and we are looking to get that working as quickly as possible. And because money is tight, we are looking, and are probably by the next couple of weeks, gonna sign an MOU with Patrick Candaleta and the US Department of Labor to pool resources together. He was gracious enough when he worked with me back in the 90s and he was chosen to move over to DOL that he understands the challenges that we have with training and with our workload, that we're going to pool our resources together wherever is possible and assist each other, grow and get our department running well. So that I'm really looking forward to signing that MOU with the current US Department of Labor to pool our resources together. So that is something that I very soon will be able to deliver to you guys.

OSHA is pretty much going well and on track. I know one of my area which is consultation is high risk but we are making great strides and I feel that within a couple months and within this year that we will be able to get out of that high risk status. We are making good numbers, we are doing reporting, we're getting out there, we're going to the jobsites and providing consultation as needed and working very closely with the feds to make sure that we stay in compliance and they see our numbers growing. We're not there yet, but we're in a positive path. So I think that is something that we will just continue to move forward with.

Down at the AJC, which is the American Job Center, I have a very dedicated staff of excellent personnel, and they will continue to work very hard. I like to tell you that this last year we brought on a hundred and seventy-five new employers to bring them in to help work with us in posting their jobs. We have a total—

(A fire alarm goes off at this point.)

Of about... Let me just continue on? Yeah, so we have a—

Chairperson Lee:

Please continue, they'll let us know if we need to evacuate.



Mr. Dell'Isola:

Oh okay. We have about a total of about 830 total employers registered with us, who are working with our clients, posting their jobs, using our app, our mobile Guam app, to help place our people in jobs and Hire Guam and—Hire Guam app, I'm sorry, I'm trying to organize my thoughts here. So, that we have seen steady growth and I am going to be marketing that program very intensely. I feel that we have a free service for employers to utilize to help find employees and instead of using paid services only that they should be coming to us and utilizing our services, and helping our people, cause it's free. And that's something I think we can do a better job marketing it out and that's something that I recognize and I plan on taking it very seriously. You know—but they've done a good job. We have around 1400 new job orders from last year. And those are just job orders which could mean multiple job positions inside each order. So we've placed around 600 people last year at the American Job Center. So we... We can always do better...we recognize that, and I think the quickest and easiest way to do better is to get the word out to these employers that we have a lot of OJT work experience, apprenticeship programs, that can save people money, and some of these businesses have gotten it.

We have a Guam Registered Apprentice Program that is working very well. We hand out over—not hand out I should say, they qualify for over four million dollars in tax credits and... some of these businesses, for instance in the telecom, one business is saving up to 2 million dollars by just working with us and working with training their providers and utilizing our money. So this is a program that we need to get out and I know the Lieutenant Governor is going to go in front of the Guam Chamber of Commerce and is going to help us get those words out. That, "Hey businesses, utilize our services and get our people hired. Get your people up, get them better trained, and there are incentives for you to do that, and it's in your best interest."

There is also other programs between the work experience and the on-the-job training, which we pay people to go to your business for three to six months. We pay for them to get them trained, to get them that work experience, under the guise that if they do get experience and they work well that you hire them. So you can't ask for a better idea than that. So any business that is typically hiring entry level people, utilize our people and we'll pay for that, and that's a savings to you. So there's lots of programs and that's just the tip of the iceberg that these businesses can utilize that not only help them, but also help our people, our qualified clients that come in through our doors. And that's what... as we grow



more businesses and have more jobs available, that will drive more clients to come to us and we can get better placements.

So that is moving very well and we are looking at the Bureau of Labor Statistics is continually making the unemployment report and doing a great job. It currently right now is at 3.8—which is an excellent number for us. That's one of the lowest I've ever seen since my experiences. So it's going well and our employment report is also being done. So our reports are coming out on time and regularly, so you can't ask for anything better than that, and he's doing an excellent job.

Of course our chief economist has been there for over 30 years, Gary Hiles, and is a wealth of information and volunteers all the time with the Adelup and with the community to lend his services and he is a valuable tool that is with us, and I thank him for his long, continued service.

So some of the things that I mentioned with the... Our department is getting lean and mean from when I was there in the 90s, we were close to 100, and now we're down to 60, so we're running and trying to keep up with all our mandates. I'm not saying we're doing the best of jobs, but I think we're doing very well for what we have and we just need to continue to reorganize, and consolidate and reposition our best resources to those areas that are needed. I have challenges because some of those resources are federally funded so I can't move them into the locally funded. But that's my job and that's what I'm going to figure out these solutions and I'm going to continue to work towards those goals. I don't come to you to ask for handouts because I know things are very tight. So I will work within whatever budget, could be a source of indigestion out there, but I beg the public's patience to allow me to restructure those programs, to get those attorneys in and to get some resources in there from retirement, which is always a challenge in Gov Guam, not in just my department, and I will get those things up and running and running smooth.

I am also working hard to get all our policies and procedures and SOPs together and working well. Because the new public now with attorneys that are representing a lot of the clients they want to know what direction we're going and why we took that direction, and they want to see what statute or what policy is guiding us. And we don't have that in place and some of the things that are in place have are in place from the 70s and they need to be updated.



So that is going to entail a lot of hard work and sitting down and rewriting and once all that is done we will be coming to you for assistance in legislations and getting those rules and regs updated.

I'd like to continue to saying that I am open to any questions, I just wanted to give you a kind of quick overview of everything, I'm sure you have more and I can drill down into more information. My federal grants are pretty much formula which means they're pretty steady, in fact they've been increasing little bit every year. And I don't see any changes, I get about 2 million dollars in federal grants for various projects from youth, adult to dislocated works. And I have discretionary grants like the Apprenticeship Expanse Grant, and those basically, I know the Governor and Lieutenant Governor and as I've mentioned in earlier interviews, Senato—Governor Gutierrez are looking at new industries to possibly bring into Guam. I will be keeping a close eye at what those type of industries are and if they are demand driven jobs or jobs that we need to train our people, then I will quickly put in an apprenticeship program, and job training, and start gearing our people so when those companies and industries come in, that we start having a semi-skilled workforce to align with that. So that's what that Apprenticeship Expansion Grant will help us align and keep and eye on those industries as they change and diversify.

So, I think that was a long enough opening address and I appreciate your patience and I hope I can count on your support. I always learned that you have to ask for it first, so I'm asking for your support. Thank you.

Chairperson Lee:

Si Yu'os Ma'åse', Mr. Dell'Isola and at this time I'd like to invite some of the individuals who signed up to testify to please join Mr. Dell'Isola. Maria Connelly from Pacific Human Resource Services as well as Grace Donaldson... I have Mr. Matthew Pothen, from the Guam Shipyard, and from Guam Department of Labor, Mr. Greg Massey. Thank you very much ladies and gentlemen, we will begin with Maria Connelly.

Ms. Maria Connelly:

Thank you. My name is Maria Connelly, a resident of Santa Rita, the former Director of the Department of Labor, and I'm here to support David. I provided a written testimony, but I would like to read it so the others in the back may hear it.

(See written testimony attached)



Chairperson Lee:

Thank you very much Ms. Connelly, we appreciate it. Ms. Donaldson?

Ms. Donaldson:

Thank you for allowing us to participate in this hearing—confirmation hearing. My name is Grace Donaldson, I am the chief operating officer and general manager for Pacific Human Resource Services. I am also a former president of the Society for Human Resources Management. I am here today in support of the nomination of David Dell'Isola as Director of Department of Labor.

(See written testimony attached)

Chairperson Lee:

Thank you very much Ms. Donaldson and before we continue, I would like to acknowledge the presence of Senator Sabina Perez and Senator Louise Muña. Thank you for joining us, ladies. Mr. Pothen, if you would like to provide your testimony? Please just press the—Thank you.

Mr. Pothen:

Thank you. Håfa adai, Senator Lee and members of the Committee...

(See written testimony attached)

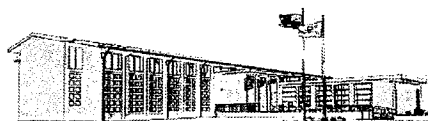
Chairperson Lee:

Si Yu'os Ma'åse', Mr. Pothen, thank you very much. Mr. Massey? The floor is yours.

Mr. Greg Massey:

Thank you, Senators. My name is Greg Massey and I'm the administrator of the Alien Processing and Certification Division at the Department of Labor. I've known David since the early 90s. I've worked with him under several different administrations, either worked with him or for him and consider him to be one of my mentors as I've come up in my career.

There are a small group of individuals who can actually claim that they have experience doing the job as Director of Labor—actually a couple of them are sitting at this table. David has definitely has that experience so he's in my view very qualified for the position. In the few weeks he's been acting director, there's been, especially this H-2 issue, jumped up on him and any other person who would've come in new would have been



really overwhelmed. David's experience allowed him to brief up on the subject and he's actually been handling it very well in my opinion.

So with his experience and with just his general knowledge, he has my highest recommendation and I ask all of you senators to please vote for his confirmation. Thank you.

Chairperson Lee:

Thank you very much Mr. Massey. At this time I'll just begin with a few questions and then we'll continue with questions from other members of the committee. Mr. Dell'Isola, I'd like to thank you, thank you and your family for accepting the governor's nomination and for your willingness to serve the Department of Labor and the people of Guam. You obviously now have a few weeks under your belt and you know that this will be a difficult job, this will be a challenging job that will take a lot of your time and your effort and a lot of your dedication. So I just want to thank you in advance for accepting the nomination.

Earlier this morning, we met for a few hours with many of our stakeholders to discuss what you are calling the "H-2B Crisis". I just want to spend just a few moments, I know many of my colleagues were here this morning and got the full breadth of explanation from all of our stakeholders, but I wanted to ask you specifically what can the legislature pursue to strengthen the strategy towards addressing, or combating this H-2B crisis?

Mr. Dell'Isola:

That's a very good question and a very complicated one, but I think the easiest answer because we still don't know exactly what we're up against until these cases get to the feds and see how they act on it approve it or what conditions or restrictions that they do, but I think the approach that we need to do and that you—and I think we've done a great job is a One Guam approach as far as supporting our Congressman, supporting our Governor, and supporting the Legislature and the private industry to basically sing the same song. You can have the same song, but in a different perspective. I think it's important to go to the feds or to whoever you can get the door open and understand that our island is affected by the military. We are a military community along with other things that we are—but it is. Five to ten miles to any base is where we are on this island. That tells you that the military has influences in everything from our businesses to our housing to our restaurants, to our education they are integrated in our community. And I think Washington needs to know that it isn't the island of Guam and then there is the military—that we are one together. I think that the military and the admiral see that vision and share



it with us so we and I think we're all aligned with the Governor's vision, same with the Congressman. So that gives us about the most powerful force we'll be able to get, by doing and supporting. And if you see any of the Washington counterparts and you're saying the similar messages, and that's why I said I think it behooves you to be caught up to speed on the complicated issue of H2 and we'll be glad to do that, because I know it's a difficult animal to get your hands around. That we will, that we have better chances with strength in numbers. And with the military, and the executive and the legislative and the private community. Basically asking the same ask that we have the best chance of getting a result.

Chairperson Lee:

Thank you very much. Earlier in your testimony, you mentioned that you were working towards providing a hearing on Workers' Comp within 90 days, so I just wanna—I'm really excited about that. I really hope that that's something we can accomplish. I wanted to ask how can we match our current Workers' Compensation to the standard set by other states.

Mr. Dell'Isola:

I think it's premature for me to come to you and answer that question right now. We've got to get our house in order. We've got to get our rules and statutes together. We've got to get them updated. We've got to get that figured out and what we need to get passed so that is what probably my first ask from this body is to get our statutes updated and I need to get our attorney in place. I need to get the Board. I just can't say it strong enough that the Commission is key. I need to get some strong members in there who are going to meet. The members are made up of, you know, a certain industry—you have a doctor, you have a lawyer, you have an accountant, you have a GovGuam worker. Trying to get a doctor, trying to get an attorney, trying to get an accountant together in the same room on a continuous basis to hear these complicated matters is a task. So, that's why I need to personally vet and work together to get that board so that they understand and when they agreed to sit on it, that we're going to meet. And with an attorney in place, I think those are the first steps and then once we get those steps in then we can look at okay, how can we tweak it to match some of the things that they're doing in the States.

Chairperson Lee:

Thank you very much. Again in your earlier remarks, you were mentioning about a Technical Needs Assessment and ensuring that your computers are up to date and all the tools that you'll need to make sure that we can



get the job done. So, I wanted to give you an opportunity to elaborate on your current strategy for increasing technological literacy within the department and making sure that we bring everybody up to speed and into the 21st century.

Mr. Dell'Isola:

Yes, I have a big gap in certain divisions versus other divisions as far as skill levels and technology. Some of those divisions that have workers that are only 30 years in. They were before all these computers came out and they've been tough to get trained, but I'm fortunate enough that I have a very small MIS division. So, I passed them to go to each of those divisions and start assessing what areas they can start building their skills. We've got to get them walking before I can get them to run. So, I'm already starting to go out and look at that. We've pretty much done an equipment assessment and have started replacing, sharing, moving things around according to their needs and having my guys fix the ones that are outdated and try to get them up and running. So, I feel very confident at least from the equipment side that they got the basics to get going and started and I am starting to address putting together a Technological Training Plan to start addressing those needs. So, you are very correct about our challenges there.

Chairperson Lee:

Thank you very much. You also—and I have a few more questions, but I'll just ask one and then we can pass it along to my colleagues—but you were mentioning just recently and then also earlier in your testimony about some gaps now that exist within Wage and Hour and other departments with people retiring. And so, I wanted to ask you about succession planning and it sounds like there are several people throughout the Department of Labor that you know have incredible institutional knowledge but that probably won't be with us in the government for service very much longer so I really want to ask you about how you plan on addressing that challenge.

Mr. Dell'Isola:

That question is a great question and not only in my Department but it is a question government-wide. With local funds basically depleting and no funding for those bodies that were retired or removed, literally there's nothing I can do about succession planning. So, I have to get creative and exercise some of my detail appointments. Basically, I'm assessing all my employees. Some divisions have three or four very talented people. So, they are learning that they're going to have to maybe give up one or



two of them and I'm gonna have to shift them over to another division and work with what I have and get those people starting to train like I said in the MOU with USDOL, so that when they provide training that they will include us into that and get those people trained. I'm hoping that those people that are detailed will step up and they do a great job, that in the near future that I can take care of them and align them properly. There's not a whole lot more I can say or do with that when I don't have the proper funding it needs. So, I'm working within the talent that I have and shifting them around and training them up to try to satisfy that gaps that I have.

Chairperson Lee:

Thank you very much, Mr. Dell'Isola. Senator Ridgell?

Vice-Chair Clynton Ridgell:

Thank you, Madam Chairwoman. First of all, congratulations, Mr. Dell'Isola on your nomination to serve as Director of the Department of Labor and as Chairwoman Senator Lee mentioned also, thank you for your willingness to serve as well and to accept the nomination. So, my question is there's been a lot of talk of course about the H-2B crisis, but what I'd like to know is this is something that you know we sort of saw coming. We knew the Build-up was coming. We talked eight years ago about preparing a skilled labor workforce. So, going forward now, what is your vision for what the Department of Labor can do or what needs to be done in order to truly beef up our skilled labor workforce for the future so that we don't have to rely as much on H-2B workers? I understand that there may always be a need for that; we can't always control industries. This construction industry has booms and then valleys, you know, peaks and valleys. So, I know that we can't always sustain a full workforce for every foreseeable boom, but what can we do to sort of improve this skilled labor workforce on Guam so we don't have to rely as much on H-2B workers and specifically to you, what is your vision for what DOL needs to do to achieve that?

Mr. Dell'Isola:

That is a question that's been ongoing since Maria and I were working together and that we've been constantly taking. The reality of it is a lot of our Guam people don't want to work outside in those hot and heavy conditions as metal reinforcers or just that occupation. A lot of them are moving in towards the electrical, the plumbing, the ones that are the gloom or glamour is higher paying, that require a skill that they can make a better living with. I can't blame them for that, you know, it makes sense if



I was going to go into a construction field I would be going into one of those HVAC or electrical or plumbing because there's always a need. If you own a house, you always need that, period, the air conditioning. So, that is always a challenge but we will continue to educate. I think it's important and we mentioned earlier that we've got to start going to the schools and introducing our children, letting them hold these tools. I know when I was a kid, I had shop; I had access to drills and welding too and we actually built things and it wasn't an elective so those who are interested went to those classes. We've got to start knowing that these kids aren't always geared for academics, that we have a population base that may like to get the exposure and the mindset that in construction you can make a cut, you know, a living and maybe you do have a propensity towards it and a gift towards it and you can make a living towards it. So, we've got to change that mindset. I know that I've reached out with DOE a little bit and we need to start trying to align and see what we can do at an earlier age. I know that's not gonna solve but you know we've got to chip away at these various areas. We will continue to market and to push these apprenticeships out there. We're working very good with GCC and Guam Trades and we will continue to work hand-in-hand as partners to make sure that we get as many people and that they're qualified, that we pay for them. But they have to be eligible in our program and we will get them and we'll continue to work towards that. So, it's not an easy fix and it's not something that we're going to solve because the nature of our island is that the demand can grow very quickly and then as jobs finish, they diminish very quickly, so it's a tough industry overall to make a continuous living in, but you can and I think that we are continuously trying to work with that and market it. That's about the best answer I can give. I know that's not the perfect answer. The reality is what it is.

Vice-Chair Ridgell:

I know of a workforce I think that would be willing to take on these tasks—

Mr. Dell'Isola:

I know you're gonna say the Micronesians. They are a great source because I'm already aware that they're coming in as helpers. They are doing the hard work and the construction, the tearing down of the walls, doing the stuff and so that way, the skilled laborers don't have to waste the time on it. I've seen it personally with my own house renovation; they came in and I've never seen anybody work so hard with and they were happy to do it. Yes, we need to get them trained up and they're moving in it. It's a natural progression, you know. They come in as helpers and I'm sure within ten to 20 years they're gonna be up there and somebody else will be stepping in to replace them. So, I encourage our brothers and



sisters in the FSM to come down because a lot of them will be eligible. Let's face it, they will be eligible for our programs and I'll be glad to get them into training and get them going for those already interested in doing it. Then, we'll have successful outcomes because they are already providing a valuable resource to our island.

Vice-Chair Ridgell:

Thank you very much. No further questions. Thank you, Madam Chair.

Chairperson Lee:

Thank you, Senator and Senator Castro?

Senator William M. Castro:

Thank you, Madam Chair. First of all, congratulations David—Mr. Dell'Isola for accepting the nomination. You know, in addition to kinda weighing the fit of a nominee to a leadership position based on your experience, your education... some other things, your training perhaps, this is all evidenced in your packet. You know, I tend to put a tremendous amount of weight as well in the testimony, the living testimony of those who come to stand, or sit beside you and support your candidacy for confirmation. In particular, the person to your right, I give a lot of credibility to, based on her track record, and the individual on your left for your specific position, is important for me because the individual is not speaking towards your prospective success from the leadership position at the Department of Labor, but in terms of your historical successes and so that speaks a lot about your ability to perform.

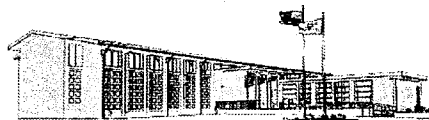
I'd also like to disclose for the record that I've known you since '95, and had the brief opportunity to work with you in 2006 on some non-government matters and I do find you to be an extremely trustworthy and extremely intelligent individual. So hopefully that serves to strengthen your candidacy towards confirmation.

Mr. Dell'Isola:

Thank you.

Senator Castro:

I do have a couple questions and a parting comment. So, your resume highlights certain successes you've had with the Department of Labor, particularly in the areas of increasing revenues through federally funded opportunities and you can elect not to respond now or we can have



coffee later and you can expound on this but if you could share some of those experiences and how you raise additional revenues and then the second part my second question would be David, Mr. Dell'Isola acting director is in the area of cost containment cost-cutting your resume evidences a reduction in cost of about 35 percent. I think this is excellent preparation for what could be an ongoing fiscal reality of the government should-- should the wave of the tax cuts Jobs Act take full effect upon government, government revenues so could you speak to enhance revenues and then to cost containment, cost-cutting?

Mr. Dell'Isola:

Well, the one thing I learned, and it comes with experience, is that-- like when I worked with Maria, is that you're never too old to learn and I never shut that out. And even from my staff. I have some excellent staff members who have been there for a very long time so I never come in thinking that I know everything. So, cost cutting ideas, you know, we sit down in a room like anything else, you throw darts, you put up ideas, you don't shoot down any bad idea, you put it all up there, and you figure out how, and what's best to implement. And that is probably one of my strengths, is I don't pretend to know everything, but I will get you in a room, I will put some common sense, and I will work hard and roll up our sleeves and we will come out with something that is attainable.

Sometimes you sit down and you come up with goals that simply are not really, they don't make sense. And as far as grants, you need to get out there, you need to listen. There are—my staff is—holds as much to my success as myself. They're the ones that are constantly monitoring what's coming up, what kind of grants, and it's important that I always stay in tune with our region and with the feds, because things change and pop up all the time and we are constantly taking advantage of it. And I think we have a very good reputation because one of our grants, the RSI grant, is where we basically provide technical assistance to the outer islands, to our counterparts. We're helping them work with their system, put their data in, so that their reporting requirements are met and that they can continue to receive the grants. These are the kinds of things that we stepped up. The feds were having challenges in trying to help them and we said, "Hey, let us help you. We're all brothers and sisters and we can help each other." And that kind of willingness goes a long way, so when there are grant opportunities we have people calling us up saying, "Hey, Dave. There's a grant. I think this would fit for you."

I want to also be careful that we don't take so much that we can't deliver. That's another challenge that people get all these grant monies and then they have to return the monies. I hate hearing that where this



department is returning millions of dollars, or hundreds of thousands of dollars because they failed to do this and that. We have to live with it. When you shrink down to 61, that means that you can only do so much. So it's better to quality cherry pick those programs that will help and get the most benefit than to just grab every fruit that's hanging. I think that also attributes to help me in my success is I try to deliver with what fruit that I pick.

Senator Castro:

Parting comment Madame Chair? Acting Director, consistent with Senator Ridgell's encouragement, your resume also highlights your regional work and so I want to encourage you to pursue that line of thinking. In addition to the Federated States of Micronesia, as you evidence in your resume, I'd like to work with you and the committee chair, Senator Régine Biscoe Lee, on looking at the portability of certain career credentials without sacrificing necessarily capacity or also compromising safety. So we can look, because it's a very small example, we have the perennial problem of filling teaching positions here on Guåhan, but also in areas where we might be saturated with certain credentials, there's the opportunity to encourage them to seek employment in neighboring islands.

And so with that said, Madame Chair, the three-time Department of the Year leader, you certainly have my support for your confirmation. Thank you very much.

Mr. Dell'Isola:

Thank you, Senator.

Chairperson Lee:

Thank you, Senator Castro. Senator "Pedo" Terlaje.

Senator "Pedo" Terlaje:

Congratulations, Dave. I was just telling Dave that, you know, looking at you and going through your resume and going through your experience in your related field of interest. You know, you can guarantee that you got my support for your confirmation, but let me just—cause sometimes, and I totally agree with you, getting too old is never too late, but getting too old, sometimes you have the mental—not... mental block if you will. Anyway, what do you mean by the 175 employees? Were you talking about employees within the Department of Labor?



Mr. Dell'Isola:

175 employees?

Chairperson Lee:

I think that was for Hire Guam? Oh sorry—the American Job Center. I think you said 175 employers.

Mr. Dell'Isola:

Oh, those are employers that, one of the responsibilities—

Senator "Pedo" Terlaje:

Employers, not employees.

Mr. Dell'Isola:

They're employers—

Senator "Pedo" Terlaje:

Okay, okay I got you. I just wanted to really understand—

Mr. Dell'Isola:

We do two prongs, we go out to these businesses and we try to get them to register with us so that when they have job vacancies that we post them and we align our case managers who are handling participants that need jobs and place them in there, and also to use our Hire Guam app—

Senator "Pedo" Terlaje:

What about the 800—is that 800 employees, or 800 employers?

Mr. Dell'Isola:

That's 829 employers who are registered in our program.

Senator "Pedo" Terlaje:

Okay so when you mention 1400 job holders, are we talking about—

Mr. Dell'Isola:

Those are employment notices that came out that said X company has ten positions available in various, that's considered one job order.

Senator "Pedo" Terlaje:



Okay, so what is, what are the types of employment? What are the type of skills that—the majority of the type of skills that we're looking for—is that construction employees? Or with the H-2 labors?

Mr. Dell'Isola:

With the 830 employers, they cover the whole gamut of our industry in the island of Guam, but it's a whole gamut, we're just going out and reaching out. Of course most of them are lower-middle entry level jobs, your high professional level jobs you won't go to the job center to attract, but like I said, it's too vast to really...I don't know whether...It's one thing I've learned with age and experience, if I don't know something I'll just tell you right offhand I don't know something instead of trying to fake it. I don't know of any one job area that is in more demand in that in all those job orders.

Senator "Pedro" Terlaje:

So, the 1400 employees, are you talking about employees or employers?

Mr. Dell'Isola:

The 1400 are the job orders that came in looking for people and they can be made up of several different positions that one company is trying to hire so—

Senator "Pedro" Terlaje:

So, the highest number of that is maybe skilled laborers? Or what's the highest number of skilled workers that they're looking for?

Mr. Dell'Isola:

Let me put it this way, we have a total of 830 employers that are registered at the American Job Center, of those 800, 175 are new from this year. And out of those 830, they have placed job ads, or I'm trying to put it down, job orders is what we call them, to hire people, 1400. And we've had placements as far as our participants placed last year of about 600. And they cover the whole gamut of jobs and positions.

Senator "Pedro" Terlaje:

So, you also work with the Guam Trades Academy?

Mr. Dell'Isola:



Yes, we work very closely with the Guam Trades, GCC, they get a lot of the funding from the Manpower Development Fund. And we are always promoting the trades because of course, that's where the biggest gap is and if anything we can do to help lower the H-2s, we will push them towards that. It's just that we have the challenge getting the numbers that we need to get over there.

Senator "Pedo" Terlaje:

You know, I'm really impressed when you mentioned .8 unemployment?

Mr. Dell'Isola:

3.8.

Senator "Pedo" Terlaje:

That's great! That is great.

Mr. Dell'Isola:

Yes. Thank you.

Senator "Pedo" Terlaje:

And let me just say, what is—what does the federal grant entails? What supports—

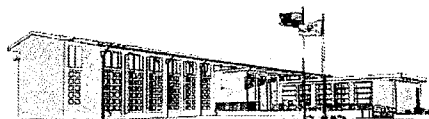
Mr. Dell'Isola:

Well our federal grants, basically, in a nutshell, run our American Job Center, and that is a basic place for our participants to come in who are looking for jobs. Also, it's a place for public health, getting those funds. They are required to go register and to look—and to actively look for jobs. So, they have to come to our American Job Center and register and look in order to qualify for continuing assistant. So, we have all from the youth to adults to dislocated workers. We have the whole gamut—we do the marketing, we do everything it is to try and get our numbers of participants up and our employees who are offering jobs up and aligning them together. In a nutshell, that's what we try to do with all our grant dollars. Thank you.

Senator "Pedo" Terlaje:

Let me just say, you got my support.

Mr. Dell'Isola:



I appreciate that. Thank you.

Chairperson Lee:

Thank you Senator Terlaje. Senator Torres?

Senator Mary Camacho Torres:

No questions, I just want a general comment. I appreciated your presentation earlier on the H-2B visa. Very encouraged by not only your dedication, but your breadth of knowledge about the issues and knowing that you worked with Mrs. Connelly and the great track record that you had in that administration, we are in good hands. So you certainly have my support, and it's nice to see your agency here to support you as well.

Mr. Dell'Isola:

Thank you. I can't say I appreciate everybody that's here. I didn't ask, but they all came and I wanted to say thank you to them too.

Chairperson Lee:

Absolutely. Thank you very much. Thank you, Senator Torres. Senator Moylan?

Senator James Moylan:

Thanks for stepping up to the plate, looking forward to some great things coming from your department there. You also mentioned in your statements some struggles getting together with the board, getting those folks together at one time. Maybe we could help you with that by looking at that board and seeing if that's really-- you need all those people or not. We can talk later on that.

Mr. Dell'Isola:

Okay. Thank you.

Senator Moylan:

I appreciate your help. Thank you very much.

Mr. Dell'Isola:

Thank you for your support.

Chairperson Lee:

Thank you, Senator Moylan. Senator Terlaje?



Senator Therese Terlaje:

Thank you and thank you again for your willingness to serve in this capacity again and we're looking forward to your work there, and thanks to all of you who testified. Your testimony is very helpful for us, and for all of the employees that are here, that's also very helpful, that we know you have their support. That should translate into a very good year for the Department of Labor, or hopefully four years.

But, I just wanted to focus in on—and thank you for your presentation, I thought it was very informative and very helpful that you've given us not just how you'd be good at this job, but that you've really taken the time and already honed in on what's really needed going forward. So I just wanted to also concentrate on the Workers' Comp and if... so there's three things I have heard, there might be legislation that's needed... quorum is needed, so the board might have to be looked at, and that you're working at an MOU with the Attorney General for an attorney. This was an big issue in the past year or two and we've been going back and forth with the Attorney General, so I just wanted to know if you could give us an update as to how many cases are waiting for a hearing. And I know you said that one of them you went to court and were ordered to have a hearing in 90 days. What are we looking at in terms of how many people's cases are on hold and how quickly can we have hearings for them. That's assuming you get a board in place and like, is that like, would you estimate one a month or more than—hopefully more than that going forward?

Mr. Dell'Isola:

Well in the past, I held them as necessary and I know there's a backlog—I know there's three that are being adjudicated. And like I said, how quickly am I going to have my first hearing? I already made a promise to the judge: Within 90 days. So, I pretty much have to deliver within 90 days. The total caseload, again, not being automated, that that is a challenge to get them all together, because they haven't had meetings recently, and I'm talking about in the past administration. So, it's been difficult to assess what's there when I haven't been able to meet. We were supposed to meet last week, but again, two were off-island and one got sick, so we weren't able to hold a meeting. So, I'm presently concentrating on getting the board put together with strong members and starting to look at the rules and there are current court cases that I need to address. So that's taking up a lot of my focus. And a lot of that, how many cases and what needs to be done are something that is going to take a little time to assess, and I'll be glad to get back to you as I vet



that information and put out the fires that I have immediately in front of me and start to work in getting that reorganized and looked at.

Senator Therese Terlaje:

Alright, thank you—

Mr. Dell'Isola:

I appreciate your patience on that one.

Senator Therese Terlaje:

Yes, well, the reason I'm asking is just because in the last couple of years, we've been getting also requests on our end for how can we help them with their, moving forward on their workers' comp hearing, and what you've said is really the status—

Mr. Dell'Isola:

Trust me, I will be coming, but when I come, I want to be organized and prepared. So the ask should be very easy to understand and get support, hopefully and voted, and get a positive outcome. But it's going to require a little bit of time. When I was a director back in the 90s, I was holding them quite regularly. And as I said, it was whatever was required was whenever I had it. It wasn't, you know, sometimes we're fast more than or less depending. But once you get caught up, if that day comes, which I hope it will, isn't as bad to get a handle on it. And you meet regularly get these cases heard and voted on and moved forward, it becomes quite manageable. And I did it in the past, so I plan on doing it again.

Senator Therese Terlaje:

I'm looking forward to assuring anyone who asks that you're working on having those hearing as soon as possible and catching up with the backlog. So that's, I think everyone will be happy to hear that, those that have been waiting, and I know that your staff has been working really hard on it, but yeah. We've got other factors. So, I'm glad that the Attorney General is willing to enter into an MOU with you.

Mr. Dell'Isola:

Yes, and it looks very positive to be signed very soon.

Senator Therese Terlaje:

And wishing all of you the best, especially Mr. Director.



Mr. Dell'Isola:

Thank you very much for your support.

Chairperson Lee:

Thank you very much, Senator. Just so my colleagues are aware, there is a round table taking place in this room at 3:00 pm, so I just want us all to be aware of the time. Senator Shelton?

Senator Amanda L. Shelton:

Thank you very much Chairwoman. And thank you for being here, Mr. Dell'Isola, congratulations on your appointment, and thank you for coming out of retirement for you to answer the call to serve.

Mr. Dell'Isola:

Thank you.

Senator Shelton:

So, I just have a question about the Senior Community Service Employment Program, I want to know if this is still an active program under the department?

Mr. Dell'Isola:

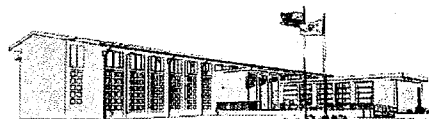
Yes, it is. And in fact, I guess I wouldn't in all honesty... that is a program that is not achieving up to what it should be. I have a lot of ideas on how to get those performance outcomes up, because I need to. Because there's kind of word in the background that Trump might be looking at possibly chopping that, so words from our feds are come down to, "Please, get those performance levels up so we can prove that it's getting positive outcomes and it is a valuable program." So that is already on my radar and we are working to look at solutions that I look to implement very soon that will get us more positive outcomes in that program.

Senator Shelton:

That's great to hear. Do you know how—

Mr. Dell'Isola:

It is running very well, it just could be performing better, as with a lot of things.



Senator Shelton:

Okay, and is that 100% federally funded?

Mr. Dell'Isola:

Yes, it is.

Senator Shelton:

Okay, and how many seniors are taking part right now? Do you know?

Mr. Dell'Isola:

It's probably in the twenties? And I'm guessing, I'm sorry I don't—

(GDOL employee gives Mr. Dell'Isola the number.)

Sixty-four (64) total. I shouldn't have—I told you, I should never try to answer something when you don't know the exact numbers—

Senator Shelton:

Thank you for trying.

Mr. Dell'Isola:

They are actually providing a great service; it's just getting out to the public to let them know that we have trained senior citizens that are willing to work. That it's not a barrier. And I'm telling you right now, based on my experience, these are excellent employees that show up to work. That's one thing about the manåmko'. They come in to work. They work very hard; they have the most positive attitudes as you'll ever see. So, you know, if you need someone in the front to greet, or to do accounting, they have a lot of experience, they'll show up, they don't call in sick, they work very hard, we just need to let them know that they're out there and they're available. And they help us in a lot of our gaps at the agency and they're such a lifesaver and a pleasure to meet and to talk with.

Senator Shelton:

That's great to hear, and I hope that I can work with this committee along with the Committee on Senior Citizens to help you get the word out and to advance that program.

Mr. Dell'Isola:

Thank you. I appreciate any help that you guys can do—



Senator Shelton:

Yes, yes... and then I just wanted to ask if there are any current studies or reports on gender pay parity that the department has?

Mr. Dell'Isola:

Not that I'm aware of, but I'll certainly look into it, and if there is anything, I'll let you know.

Senator Shelton:

Okay, thank you, thank you.

Mr. Dell'Isola:

Thank you.

Chairperson Lee:

Thank you, Senator, excellent questions and also the Vice-Chairman just wanted to note for the seniors who are participating in that program, that they probably always come on time for work. Senator Muña?

Senator Louise Muña:

Thank you, Madam Chair. Hello Dave, welcome back.

Mr. Dell'Isola:

Thank you.

Senator Muña:

I know this stage is not new to you, so thank you for stepping up to the plate again. I've been guided to kind of navigate myself through Hire Guam, and so my question is—is that created and managed by Department of Labor?

Mr. Dell'Isola:

Yes. It is a, I guess for a better term a can module? And that's something that I am looking to shift resources towards to get the word out. It's a very good program and software. Basically, it's a program that you can put on your phone so when job orders come out, or vacancy comes out, it'll ping you if that—and where you're at, where it's at so you can go straight to it. It's a, it says it all, Hire Guam. It's a Hire—it's an employment app for both employers and employees to use to align those resources together. And I



think this is the problem, it just needs to be pressed and marketed out there and get the word out and I'm hoping with your assistance and I am putting together a marketing campaign and to be honest with you, I need to learn, and put myself in there and start working the app so that I am better aware of the strengths and the services so it can be marketed. So, you will see in the next couple of months, a marketing campaign hopefully come out of Hire Guam to promote that.

Senator Muña:

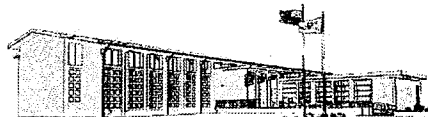
Well, it's simplicity now. I was very impressed, and it's very user-friendly, so I just wanted to commend you on that and maybe that would be something that we could consider, to keep developing it. I do have another question though, and maybe you've had an opportunity to discuss this with everyone at Department of Labor or maybe even plans that are already in place, but we all know that the medical cannabis law is in place, and we also know that cannabis is not legal in any form under federal law, so, what happens if employers start to terminate patients who use cannabis for medical reasons and you know, because employers do have the rights to terminate employees who use drugs that are illegal under any federal law. Do you have any plans in place for that?

Mr. Dell'Isola:

It's funny because, one minute I was at a round table with my administrators saying, "Okay, what possible questions could they be asking me? How about medical cannabis? No, they won't ask me that!" So, I stand corrected again!

But you know, to be honest with you, we're not here to judge or to... whatever laws are passed we will enforce. We will, so as you pass them, we will work with the employers to find out—I know Gov Guam is going to be a big learning curve to figure out what example the fit for each different department, because they are going to have—the Police Department versus another department or DoE, they're each going to have their own policies and procedures they they're going to have to look at on an individual basis and come up with what policies and procedures... that is something that we just haven't really addressed yet, and it's something that I know when it comes down, that we'll all just going to have to roll up our sleeves and start working to figure out the solutions for each and every different departments in the Gov Guam and then come up with ideas to how we're going to work that out in the public sector.

I know most of the energy is going into getting it passed, and getting it legalized, and making sure it's done right and then, I think it's the work after that happens, we'll—



Senator Muña:

Definitely for the patients' sake that are employed by these employers. It's definitely worth having the conversation amongst your employees to see what we can do to help benefit that. Because we already do have the medical cannabis law in place already so it's something that we really should start focusing on.

Mr. Dell'Isola:

And you know I am of the belief of its common sense and we don't need to reinvent the wheel. Let's look at what's being utilized in other states, take that which makes sense and you know work with it to make it work here. I don't think it's going to be that difficult because like I said we're not reinventing the wheel, we just got to take what we feel is the best fit and best practices and implement them and it's an ongoing process.

Senator Muña:

Not to put you on the spot or anything, but you know I just wanted to open up that opportunity for the conversation.

Mr. Dell'Isola:

I think we're going to have to start that dialogue very soon and start working on those things. I look forward to it.

Senator Muña:

Thank you. You have my support. We look forward to working with you.

Mr. Dell'Isola:

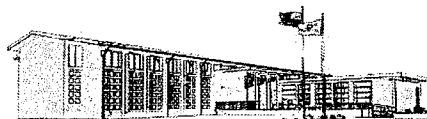
Thank you very much. I appreciate that.

Chairperson Lee:

Thank you, Senator Muña. Senator Perez?

Senator Perez:

Hello, Mr. Dell'Isola. Thank you for your dedication to serve and your willingness to serve as director of the department of labor and to help shape and develop one of our most valuable yet untapped resource, which is our Human Resources. I just want to state that I appreciate the breadth and depth of your knowledge and I look forward to your application in addressing the labor department. I just have maybe three



questions. The first one is what initiatives are in place to promote workforce diversification whether it be addressing areas of need or emerging industries and how would you address keeping institutional knowledge for our GovGuam civil service or GovGuam workforce.

Mr. Dell'Isola:

I think we practice good workforce diversification already. That is one thing at the department of labor, we have to, and I practice that in house and try to lead by example. So, all our programs are federally mandated for diversity so we follow those mandates and we don't discriminate. So, I think those mechanisms are already in place. I don't know if that's the best answer or if what I can tell you right off the top of my head. I'm sure I have staff that are probably trying to answer that better. And what was the second question?

Senator Perez:

Oh, so there's this idea where a lot of GovGuam workers are retiring and so when they leave GovGuam, their institutional knowledge is taken with them and I am just wonder how we can develop our own....

Mr. Dell'Isola:

That is the biggest question. That is probably something this Legislature can address because that is the government wide problem that we can't hire somebody if there is a position that's already occupied. We have to wait for that position to be unoccupied before somebody can come in and there isn't any mechanisms for us to hire somebody, bring them in, and start to give them that successive training. I have to live with what mechanisms I have in place so I have to get creative as I said earlier and maybe that would be something that would be great for you guys to consider and look at for possible legislation. A succession appointment law that allows us to hire somebody and bring them in and start that training process, but as it stands now, I have to get creative and look at the people that are staying there and train them up, because a lot of the time those people may move up in some of my divisions I'm wiped out because they all retired so quickly. It becomes a major sore spot in trying to get creative. Like I said I have to shift resources over in some of those positions, I might have somebody that is in a fairly similar position that I can move over and start to train up until at such time I'm allowed to hire and that might come or that might not come. That is something that is not within my duties and responsibilities its more towards the executive branch and your branch to fund these position as they become available. I know that's not the best answer, but there really isn't an answer for succession



training that allows me to hire people when they already occupied that position.

Senator Perez:

Thank you. Are there federal grants out there that would help emerging industries for us like on Guam or in areas of need such as like healthcare, technology?

Mr. Dell'Isola:

I do have an apprenticeship expansion grant and using that to help with the nursing right now so those nurses that are trying to get registered to become registered nurses and they're having to kind of get more training and studies done we're using those grants to get them registered and get trained up. So that the only thing that I have right now. So, I'm checking those and shifting the apprenticeship programs as needed in those demand driven occupations as they come up or pop up that we will sit down with the employer and design an apprenticeship program that fits their needs.

Senator Perez:

Thank you. The other thing is procurement. So, I oversee procurement and I just wanted to ask you have you come across any issues of procurement in your agency and what kind of fixes would you recommend?

Mr. Dell'Isola:

It's always a challenge to get the paperwork to time and that's something that being in the government its government wide. So, that's something that I would be glad to get back to you as I start to tackle, and I see that there are areas where I can give you recommendations that might help you make it more efficient. So, I can put that in my back pocket and get back to you.

Senator Perez:

Sure, and I just want to put a plug that there are classes going on...

Mr. Dell'Isola:

Yes. My assistant is attending that class very soon.

Senator Perez:

Great. That's great. Thank you very much.



Chairperson Lee:

Thank you, Senator Perez and thank you colleagues for joining me for this important confirmation hearing. I also want to take the opportunity and thank the team members here from the Guam Department of Labor. Thank you so much for your continued service for the people of Guam. I want to recognize our deputy, Mr. Toves, who has also joined us today. And especially give thanks to the folks who have come to testify. You have really helped give us a full picture of Mr. Dell'Isola's record and we will be accepting additional testimony.

I really want to take the opportunity to thank everybody. It's difficult for us sometimes to do our job based on just reading someone's packet. It really doesn't tell us what kind of leader what kind of person this individual will be once in the position. So, I appreciate all the feedback from the community and we look forward to having additional testimony received by the committee.

So, on that note I just want to say Un Dangkulo' na Si Yu'os Ma'åse' todus hamyu pot i finatan miyu' pã'go! The Committee on Federal and Foreign Affairs, Telecommunications, Technology and Labor has duly heard the Executive Appointment of Mr. David Dell'Isola to serve as the Director of the Department of Labor. Written testimonies may be submitted through email at senatorbiscoelee@guamlegislature.org or may be hand-delivered to our Office at 163 Chalan Santo Papa, Hagåtña, Guam until close of business, Wednesday, February 20, 2019. The confirmation hearing is now adjourned. The time is 2:56pm and again Si Yu'os Ma'åse'.

The public hearing was adjourned at 2:56 p.m.

III. FINDINGS AND RECOMMENDATIONS

The Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor hereby reports on the **appointment of Mr. David Dell'Isola to serve as Director of the Department of Labor**, with the recommendation to confirm.





**COMMITTEE ON FEDERAL AND FOREIGN AFFAIRS,
TELECOMMUNICATIONS, TECHNOLOGY AND LABOR**

SENATOR RÉGINE BISCOE LEE, CHAIR
I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

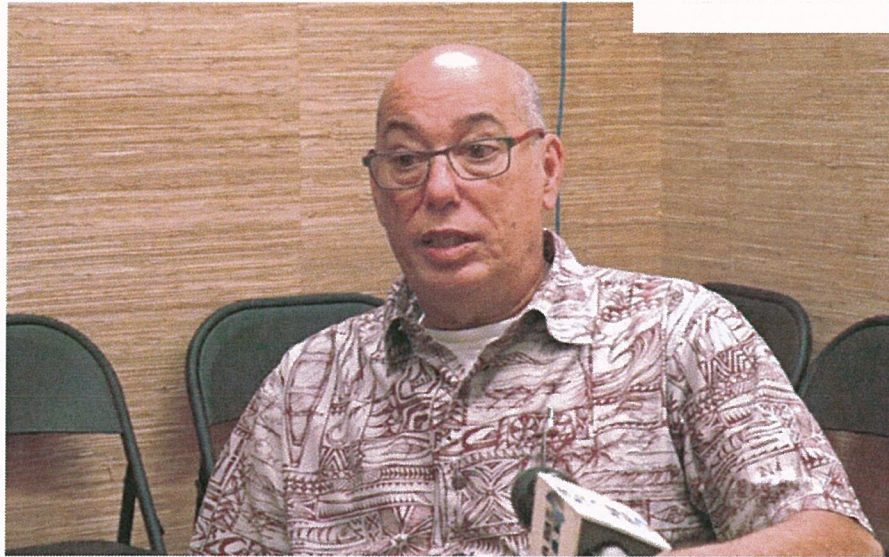
COMMITTEE VOTE SHEET

Executive Appointment of Mr. David Dell'Isola to serve as Director of the Department of Labor.

	SIGNATURE	Please indicate with ✓				
		TO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Senator Régine Biscoe Lee <i>Chairperson</i>		✓ 2/7/19				
Senator Clynton E. Ridgell <i>Vice-Chairperson</i>		✓ 2/12/19				
Senator Kelly G. Marsh (Taitano), Ph.D. <i>Member</i>		✓ 2/12/19				
Senator Sabina Flores Perez <i>Member</i>		✓ 2/12/19				
Senator Amanda L. Shelton <i>Member</i>		✓ 2/12/19				
Senator Telo T. Taitague <i>Member</i>		✓ 2/12/19				
Senator Mary Camacho Torres <i>Member</i>						



Dell'Isola returns to Department of Labor



Posted: Feb 01, 2019 11:30 AM
 Updated: Feb 01, 2019 5:41 PM

By Nestor Licanto [CONNECT](#)

The ongoing foreign labor shortage may be dominating local headlines lately, but the Labor director said there are plenty of other issues on his plate.

David Dell'Isola is a familiar name to many at the department, as he returns to the agency he ran for 12 years beginning in the mid-1990s.

While he's working closely with the administration and department experts on the H-2B issue, he also has some other in-house priorities.

"We have certain divisions, wage and hour, workers comp that has saw a lot of attrition through the years through retirement and also almost basically wiped out," he said. "And those are the places that we need to start having commission meetings. And doing more enforcement and taking care of the problems that we have."

He also wants to make access to the department's programs more convenient to the public.

"I'd also like to grow our technology. A lot of our services and stuff like that can be driven through apps," he said. "And we've got a very good Hire Guam app that we want to push out there and get more exposure for and help the people as they are looking for jobs these jobs will pop up on their phones, and tell them where to go, and align them with employers."

But Delli'sola says his top priority is developing the local labor force. Preparing workers for what the administration hopes will be a more diversified economy.

"What's really exciting is that the governor and Lt. governor with Gov. Gutierrez are gonna look for new industries and economic growth," he said. "I wanna keep an eye very closely on those areas and potentials for new industries come in and I wanna align our apprenticeship programs and work experience and on the job training to those new industries. We want to move toward those demand driven occupations. Where are these industries, where are the jobs that are needed and move our people into those kinds of trainings."

A confirmation hearing on Delli'sola's appointment as Labor director is scheduled for Feb. 6.