Statewide Rapid Response Activity
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### 2019 Hawaii WARNs

July 1, 2019  WDC takes over administration and monitoring of STATEWIDE Rapid Response Activity

<table>
<thead>
<tr>
<th>Hawaii County</th>
<th>City &amp; County of Honolulu</th>
<th>Maui County</th>
<th>Kauai County</th>
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<tbody>
<tr>
<td></td>
<td>Charter Communications (OTWC) **</td>
<td>Payless Shoes **</td>
<td>Kai Management Services</td>
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<td>Payless Shoes **</td>
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<td>WDC Oversight FY 2018 – 4 WARN</td>
<td>WDD Oversight FY 2018 – 1 WARN</td>
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* Local AJC Rapid Response Sessions (to be) Conducted
** Informational flyer provided in lieu of Rapid Response session
**2019 Rapid Response Outreach**  
(No WARNs - News Reports)

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<thead>
<tr>
<th>Statewide</th>
<th>City &amp; County of Honolulu</th>
<th>Maui County</th>
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<tbody>
<tr>
<td>• Mokulele Southern Airways **</td>
<td>➢ PierThirty USA</td>
<td>• Maui MacNet *</td>
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<tr>
<td>o No WARN - less than 50 workers</td>
<td>o Café Lani</td>
<td>• Kapalua Golf Course</td>
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<tr>
<td>o Already laid off when news broke</td>
<td>o Gokuku</td>
<td>• Charlotte Russe **</td>
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<td>• Charlotte Russe **</td>
<td>o Tempura Ichidai</td>
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<td>o Three stores closed</td>
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<tr>
<td>o No WARN</td>
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<td>▪ less than 50 workers at each store (?)</td>
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<td>o Already laid off when news broke</td>
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* Local Rapid Response Sessions (to be) Conducted  
** Informational Flyer sent in lieu of Rapid Response session  
➢ WARN Act Violation
Rapid Response - Planning for July 1, 2019

WDC Administration and Oversight of Statewide Rapid Response Activity

Statewide Rapid Response Coordinator currently expanding infrastructure
- Developing statewide policy and procedure guidance
- Developing and expanding local Rapid Response Team capacity
- Creating dedicated Rapid Response webpages on the WDC website
  - Public facing – Information for Businesses and Job Seekers
    - Rapid Response Services, the WARN Act, WARN postings
  - Internal - Password protected for Rapid Response Teams
    - Statutes, Rapid Response forms, local and national links, training materials, best practices
Developing Early Intervention Strategies

• Layoff Aversion - early identification of business challenges to prevent or minimize unemployment, anytime during the business cycle
• Labor Market Information (LMI)
• Trade Adjustment Assistance (TAA) Petition Determinations
• Business Engagement and Networking
Expanding Infrastructure & Activity – Business Engagement

- Develop outreach plan that promotes AJCs as the go-to workforce development resource
  - Match business hiring needs with affected workers that have similar skill sets
  - Direct communication with employers about business needs and AJC capacity
  - Information about statewide programs and services
    - Training/employment skills development
    - Working with individuals with disabilities
    - Work opportunity tax credits (private sector employers)
    - Specialized services
WARN Act Administration

WDC Website: Public-facing Webpage
State law governing the WARN Act (for Businesses and Employees), public WARN postings
HRS §394B-9: Dislocated Worker
Under Hawaii law HRS §394B-9, covered establishments (industrial, commercial, or other business entities) with 50 or more employees in the preceding 12-month period must provide at least 60 days' advance notice of a bankruptcy, divestiture, partial closing, closing, or relocation to 1) each affected employee and to the 2) director of the Hawaii Department of Labor and Industrial Relations (DLIR).

HAR §12-506: Plant Closing Notification and Dislocated Workers
If a business violates WARN Act provisions, HAR §12-506 authorizes the State (designated entity) to pursue financial penalties that help dislocated workers transition to their new lives in an orderly manner.
UPDATE

Kauai and Hawaii Island Dislocated Worker Grant Activity
Grant ends June 30, 2020
KAUAI COUNTY
North Shore Flooding
April 13-16, 2018

- 49.69 inches rain in 24 hours
- 12 landslides on north shore Kuhio Hwy
- 446 people evacuated by helicopter

- Daily convoy schedules still dictate north shore residential life
- No tourism beyond Hanalei

- USDOL approved $500,000 Emergency Dislocated Worker Grant (DWG)
- WDC submitted Grant Modification Request to include damage from Hurricane Lane (August 2018) in the disaster recovery effort
“Mea ‘ai on Wheels” Humanitarian assistance to save lives, alleviate suffering, and maintain human dignity in the aftermath of emergencies.

- Feed approximately 60+ flood-affected individuals with nutritious dinners 5 days per week.
- Primary recipients include the elderly, those without kitchen access, and folks with serious medical conditions.
- Employ up to four (4) flood-affected residents in meaningful work
- Close gaps in employment and reduces further financial loss.

Marine Ecosystems directly impacted by the flooding:
- Debris assessment and documentation.
- Debris removal.
- Debris recycling and disposal
- Employ up to four (4) flood-affected residents in meaningful work
- Close gaps in employment and reduce further financial loss.
HAWAII ISLAND
Volcanic Eruptions
May 3, 2018 – Stalled, but ongoing

• Est. 703 homes destroyed
• More than 7,936 acres of land covered
• 4,008 million cubic feet of lava produced by 24 Fissures

➢ WDC submitted Grant Modification Request to permit disaster recovery work on private farmland
➢ USDOL approved $3.5M Emergency Dislocated Worker Grant (DWG)
Feb. 15, 2019 aerial view shows where the 2018 lava flow crossed Highway 132 and where PGV has cut a road through the cooled lava near Highway 132 in Puna.

Photo by Hollyn Johnson, Tribune-Herald
Manages demonstration farm, gardens, native and food plants, nursery and orchards. Also hosts agriculture internships that teach transferrable skills.

- Restore infrastructure.
- Rehabilitate sanctuary lands.
- Rehabilitate cacao orchard against long-horned beetle invasion.
- Re-establish cacao root stock to re-supply local chocolate makers.
- Teach community members to make bean-to-bar chocolate and other cacao products.
- Employ up to six (6) dislocated residents in meaningful work
- Close gaps in employment and reduces further financial loss.

A partnership between federal, state, and local governments responsible for providing science-based information and educational programs in agriculture, natural resources, and human resources.

- Propagate two established papaya varieties; one is resistant to papaya ringspot virus.
- Transplant seedlings to the field until flowers are produced.
- Technicians conduct hand-crosses of papaya flowers to produce the desired hybrid seeds.
- Distribute to papaya growers for planting in commercial fields.
- Employ up to four (4) dislocated residents in meaningful work
- Close gaps in employment and reduces further financial loss.
The American Job Center (AJCH) staff determine individuals eligible for temporary employment.

The AJCH staff refer eligible individuals and business owners to the HiEmployment.

Hi-Employment matches eligible individuals with business of record on approved worksite.

Hi-Employment pays employees.
Summary:
Growing the WDC Rapid Response Infrastructure

- Develop policy and procedure for consistent statewide service delivery
- Develop local AJC pro-active and early intervention strategies
  - Layoff Aversion - early identification of business challenges to prevent or minimize unemployment, anytime during the business cycle
  - Labor Market Information (LMI)
  - Trade Adjustment Assistance (TAA) Petition Determinations
- Fold in Business Outreach Plan to promote AJCs as the go-to workforce development resource
- Create dedicated public-facing webpages
  - Rapid Response
  - WARN Act Administration