

March 26, 2020

Statewide Rapid Response Coordinator
dlir.workforce.council@hawaii.gov

Honorable Kirk Caldwell
Mayor, City and County of Honolulu
mayor@honolulu.gov

Re: WARN Act Notice – ‘Alohilani Resort Waikiki Beach

To Whom It May Concern:

The escalating COVID-19 public health crisis continues to have a profound and sustained impact on the global economy and has created unprecedented challenges for the lodging industry. The COVID-19 pandemic has caused our hotel to suffer an enormous loss of business, resulting in the loss of work opportunities and temporary layoffs.

We do not believe that the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§ 2101-09 (the “WARN Act”) is applicable to this situation. However, out of an abundance of caution, Highgate Hotels, L.P., as the employer of the employees at the ‘Alohilani Resort Waikiki Beach (“Hotel”), 2490 Kalakaua Ave, Honolulu, HI 96815, is providing this notice to comply with any obligations it may have under the WARN Act.

The actions being taken by the Hotel were caused by COVID-19-related business circumstances that were not reasonably foreseeable as of the time that notice would have been required. As you are probably aware, the COVID-19 pandemic prompted numerous restrictions on travel and group meetings. This led to the recent cancelation of most guest reservations and other anticipated Hotel business for the next two to three months. We are providing this notice at the earliest possible time in light of rapidly changing developments.

Affected employees have been or will be placed on temporary layoff status effective during the 14-day period beginning March 13, 2020 and ending March 27, 2020. No bumping rights exist for unrepresented employees. Bumping rights may exist for union-represented employees.

Following is the name of the union that represents some of the affected employees, and the name and address of the chief elected officer of each union: ILWU Local 142, 451 Atkinson Drive, Honolulu, Hawaii 96814; the chief elected officer is Donna Domingo.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification. Please contact me at (808) 921-6127 or mgrauso@AlohilaniResort.com if you have any questions.

Sincerely,

Matt Grauso
General Manager

Enclosure

Property	Address	Job Classification	Affected Number of Employees
		Accounting Clerk	1
		Accountant	2
		Account Director	1
		Area Director Bus Travel Sales	3
		Asst. Director of HR	1
		Area Director of HR	1
		Asst. Director of Finance	1
		Baker	1
		Bellperson	10
		Bell Captain	1
		Banquet Bartender	4
		Banquet Captain	3
		Banquet Cashier	2
		Banquet Porter	7
		Banquet Server	24
		Banquet Supervisor	1
		Cafeteria Attendant	2
		Cashier	7
		Catering Coordinator	1
		Catering Manager	1
		Catering Sales Manager	2
		Club Floor Attendant	8
		Cook 1	8
		Cook 2	17
		Credit Manager	1
		Cost Analyst	1
		Director of Banquets	2
		Director of Conference Service	1
		Director of Housekeeping	1
		Director of Security	1
		Diver	9
		Director of Engineering	1
		Director of Finance	1
		Door Attendant	8
		Executive Chef	1
		Engineer 1	7
		Engineer 2	9
		Engineer Apprentice	2
		Engineering Manager/Asst Chief	1
		Engineer Supervisor	1
		Executive Housekeeper	1
		Executive Sous Chef	1
		F&B - Director	1
		F&B Manager	3
		Front Office Director	1

Property	Address	Job Classification	Affected Number of Employees
		Front Office Manager	3
		General Manager	1
		Groundskeeper	2
		Senior Group Sales Manager	1
		Guest Services Mgr	4
		Guest Services Supv	3
		Guest Services Agent	17
		Guest Services Coordinator	1
		Head Bartender	2
		HR Coordinator	1
		HR Manager	1
		House Attendant	22
		Housekeeping Clerk	1
		Houskeeping Coordinator	4
		Housekeeping Manager	4
		Housekeeping Supervisor	2
		Income Auditor	1
		Inspector/inspectress	5
		Laundry Attendant	6
		Marketing Manager	1
		Night Attendant	6
		Night Auditor	1
		Outlet 2 Bartender	6
		Outlet 2 Server	8
		Outlet 3 Bar	4
		Outlet 3 Server	1
		Outlet 1 Server	5
		Pantry	4
		Payroll Manager	1
		Pool Attendant	9
		PublicArea Attendant	16
		Purchasing Coordinator	2
		Purchasing Director	1
		Reservations Agent	6
		Retail Associate	4
		Revenue Analyst	1
		Revenue Manager	1
		Room Attendant	82
		Reservations Manager	2
		Sales Coordinator	4
		Sales Director	1
		Sales Manager	2
		Sous Chef	1
		Steward	24
		Staff Accountant	1