



Feeling Good on the Move®

An Autogrill Company 

March 19, 2020

VIA OVERNIGHT MAIL

Daniel K Inouye International Airport

Scott Murakami, Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

2020 MAR 23 AM 11:55
DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

RE: **WARN Notice**

Dear Director Murakami,

The purpose of this letter is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass furlough at its operations at Daniel K. Inouye International Airport, 300 Rodgers Boulevard, Honolulu, HI 96819. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that approximately 300 associates will be placed on furlough between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass furlough to be temporary.

Please see enclosed a list of affected associates and the number of affected associates in each job title.

In addition, the majority of the individuals are represented by:

UNITE H.E.R.E. Local 5

Eric Gill

Secretary-Treasurer

1516 South King Street

Honolulu, HI 96826

Please note bumping rights do exist, for most of the above positions, for layoffs that are sixty (60) days or longer.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any state or local WARN Act, if applicable. For further information or assistance, please contact Verdene Allen, HR Business Partner at 808-824-3904.

Sincerely,

Verdene Allen

HR Business Partner

Attachment: Associate WARN Notice
List of Affected Associates



Daniel K Inouye International Airport

TO: HMSHost Associate

FROM: Verdene Allen – HR Business Partner

DATE: March 19, 2020

RE: FURLOUGH NOTIFICATION

The purpose of this notice is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass furlough at its operations at the Daniel K. Inouye International Airport, 300 Rodgers Boulevard, Honolulu, HI 96819. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that you, along with approximately 300 other associates will be placed on furlough between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass furlough to be temporary. Please note bumping rights do exist for most of the above positions should the layoff last sixty (60) days or longer.

Please make sure your contact information is up to date so we will be able to contact you when we are able to recall associates. Please see the attached **Furlough Transition Letter** for more information.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any state or local WARN Act, if applicable. For further information or assistance, please contact Verdene Allen, HR Business Partner at 808-824-3904.

FedEx Package
Express US Airbill

Tracking Number

8043 1970 4432

DIRECTOR'S OFFICE

1 From

Date 3/20/2020

Sender's Name Workzone Alton

Phone 808 836-2566
2020 MAR 23 AM 11:56

Company HMSHOST

Address 300 RODGERS BLVD

City HONOLULU

State HI

ZIP 96819-1890

2 Your Internal Billing Reference

3 To

Recipient's Name Scott Aluwakani Phone 808 596-0970

Company State Department of Labor & Industrial Relations

Address 800 Punchbowl Street Box 501

Dept./Room/Building

We cannot deliver to PO boxes or PO ZIP codes.

HOLD Weekday (Holds on business days)
 HOLD Saturday (Holds on Saturdays)
 HOLD First Overnight (Holds on business days)
 HOLD Priority Overnight (Holds on business days)
 HOLD 2Day (Holds on business days)

City Honolulu

State HI

ZIP 96813

Use this line for the HOLD location address or for continuation of your shipping address.

0113345260



8043 1970 4432

Form ID: **0215**

Recipient's Copy

4 Express Package Service *To meet location.

NOTE: Service often has changed. Please select carefully.

Next Business Day

- FedEx First Overnight**
Earliest next business morning delivery to select locations. Friday shipments will be delivered on Monday unless SATURDAY Delivery is selected.
- FedEx Priority Overnight**
Next business morning. *Friday shipments will be delivered on Monday unless SATURDAY Delivery is selected.
- FedEx Standard Overnight**
Next business morning. *Saturday Delivery NOT available.

2 or 3 Business Days

- FedEx 2Day AM**
Second business morning. *Saturday Delivery NOT available.
- FedEx 2Day**
Second business afternoon. *Thursday shipments will be delivered on Monday unless SATURDAY Delivery is selected.
- FedEx Express Saver**
Third business day. *Saturday Delivery NOT available.

Packages up to 150 lbs.
For packages over 25 lbs., use the
FedEx Express Freight US Airbill.

5 Packaging *Declared value limit req.

- FedEx Envelope* FedEx Pak* Box Tube Other

6 Special Handling and Delivery Signature Options

SATURDAY Delivery
NOT available for FedEx Standard Overnight, FedEx 2Day, AM, or FedEx Express Saver.

No Signature Required
Package may be left without obtaining a signature for delivery.

Direct Signature
Someone at recipient's address may sign for delivery. *Fee applies.*

Indirect Signature
Someone at neighbor's address, someone at a neighborhood address, someone at a residential address only. *Fee applies.*

Does this shipment contain dangerous goods?
One box must be checked.

- No** As per attached Shipper's Declaration.
- Yes** Shipper's Declaration required.
- Dry Ice** (UN 1845) **Cargo Aircraft Only**

7 Payment Bill to:

Enter FedEx Acct. No. or Credit Card No. below.

Obtain mch. Acct. No.

Send bill to: Recipient Third Party Credit Card Cash/Check

Total Packages Total Weight

Yes No

Credit Card Auth.

