



DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

2020 MAY -4 PM 3:44

April 24, 2020

**VIA REGULAR MAIL**

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

**RE: The Hertz Corporation: Federal WARN Notice to State Dislocated Workers Unit**

Dear Sir or Madam:

The COVID-19 public health crisis continues to have a profound and sustained adverse impact on the global economy in general and the rental car industry specifically. The rapid and drastic decline in travel volumes due to COVID-19, have caused car rental bookings to fall off dramatically, causing unforeseen business circumstances that were not reasonably foreseeable at the time that notice may have been required under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§2101-09 (the WARN Act) and/or any applicable state law.

Please accept this letter as The Hertz Corporation's WARN notice, to the extent one is necessary:

**1. Location(s) where layoffs will occur:**

The employment sites where the mass layoff will occur are the Company's facility located at:

Kahului Airstrip  
850 W Mokuea Pl  
Maui, HI 96732

Daniel K. Inouye International Airport  
300 Rodgers Blvd.  
Honolulu, HI 96819

**2. Contact Information:** The Company representative to contact for further information and who shall serve as the Company's liaison with for purpose of providing rapid response services to affected employees is:

Karen Gittleman  
8501 Williams Road

The Hertz Corporation  
8501 Williams Road  
Estero, FL 33928



Estero, FL 33928  
Tel: (239) 301-7018  
Email: [KGittleman@hertz.com](mailto:KGittleman@hertz.com)

- Affected employees:** Enclosed is a list of job titles of positions to be affected, and the number of affected employees in each job classification.
- Expected Date and Duration of Layoff:** The mass layoff is scheduled to commence on April 14, 2020 and affected non-union employees are scheduled to be permanently laid off from the Company between April 14, 2020 and April 17, 2020.

Recall rights are specified in the applicable collective bargaining agreement (CBA) covering those employees. If we are unable to recall union employees prior to the expiration of the applicable CBA recall period, then these layoffs will be permanent.

- Bumping Rights:** Affected employees represented by a union may have bumping rights under their respective Collective Bargaining Agreements. Where an employee has bumping rights, it is noted below. Affected employees not represented by a union do not have bumping rights.

The CBA  does  does not contains bumping rights

The following job classifications have bumping rights:

- Customer Service Representative/Rental Representative
- Flex Service Representative
- Gold Choice/Greeter/Platinum Representative
- Instant Return Representative
- Mechanic/Tire
- Vehicle Service Attendant
- Transporter/Hiker/Shuttler
- Utility
- Courtesy Bus Drivers

- Bargaining Representatives:** Affected employees covered by Collective Bargaining Agreements are represented by the below Union(s); the Union's business representative is also listed below:

Wayne K S Kaululaau  
President / Principal Executive Officer  
IBT, Local 996  
1817 Hart St.



Honolulu, HI 96819

The Union has been notified of the affected employees' layoff dates. All affected employees have also been individually notified of their scheduled layoff dates. Notice has also been sent to the appropriate local elected official.

If there is any additional information I can provide, please do not hesitate to contact me.

Regards,

A handwritten signature in black ink, consisting of several overlapping loops and a final downward stroke.

**Randall J. White**  
Vice President & Associate General Counsel  
Labor & Employment

Enclosure

## Honolulu

<b>Job Classifications of Affected Employees</b>	<b>Number of Affected Employee in Each Classification</b>
Administrative Assistant	2
Clerk	4
Counter Sales Representative	5
Counter Sales Rep. Lead	2
Courtesy Bus Driver	9
Customer Care Representative	14
Group Leader Garage	5
Group Leader Mechanics	1
Instant Return Representative	4
Instant Return Representative Lead	1
Mechanics	7
Counter Manager	2
Damage Manager	1
Location Manager Concierge	1
Site Function Manager	2
VAS Market Sales Manager	1
Utility	1
Utility Mechanic	4
Vehicle Service Attendant	24

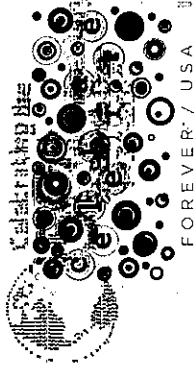
## Maui

<b>Job Classifications of Affected Employees</b>	<b>Number of Affected Employee in Each Classification</b>
Clerk	2
Counter Sales Representative	14
Express Agent	3
Gate Attendant	5
Group Leader Garage	2
Instant Return Representative	4
Area Administrative Manager	1
Counter Manager	5
Maintenance Manager	1
Site Function Manager	5
Vehicle Service Attendant	12

**Hertz**

THE HERTZ CORPORATION  
900 Doremus Ave  
Port Newark, NJ 07114

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