

REVIEWED

By Jan Kusakabe at 9:15 am, May 20, 2020

May 18, 2020

VIA EMAIL

Vincent Shaw
Co-Director
IBT/HERE Employee Representatives' Council
Teamsters
10 Lakeside Lane, Suite 3-A
Denver, CO 80212

Chuck Hendricks
Co-Director
IBT/HERE Employee Representatives' Council
Unite HERE

Dear Vincent and Chuck,

As you know, we are currently experiencing unexpected suspensions of select catering services at Gate Gourmet kitchens across the United States. As a result of the service suspension, Gate Gourmet was required to initiate furloughs and reductions of employee hours starting on January 10, 2020. This interruption to service is a direct result of the physical calamity/natural disaster created by the COVID-19 virus, as well as changing adverse business circumstances. The service suspension and other business circumstances at our kitchens were not foreseeable prior to the events leading to their occurrence and based upon the best available knowledge when they were initiated, were believed to be temporary, lasting less than six months. However, due to the length and severity of COVID-19 related impacts which were not reasonably foreseeable when the temporary reductions took place, we are now faced with the difficult decision regarding continued employment and have made the decision to initiate permanent layoffs effective May 20, 2020. We were unable to provide earlier notice of these permanent layoffs because these impacts were not previously foreseeable.

On April 24, 2020, the Union was notified of the above-mentioned temporary losses as it relates to employees in LAX, along with employees who were scheduled to be permanently laid off on June 7, 2020 as a result of an unrelated loss of business at LAX. Those employees who were scheduled for a planned layoff on June 7th are impacted by this unforeseen change in circumstances and will be included in the May 20, 2020 lay off. In addition, attached are previous communications to the Union for the temporary losses at both SFO and SAN.

Accompanying this letter as Attachment 1 is a list of the specific kitchen units and their addresses, the date of the first reduction in that unit, along with the job titles and names and addresses (NY only) of IBT/UNITE HERE represented employees at each unit affected by the May 20 layoffs.

Any rights that union represented employees may have to bump or displace other employees working for Gate Gourmet during the service suspension are governed by the union's collective

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bargaining agreement with the Company. Additionally, these employees will have recall rights for 12-months from the date of lay off pursuant to the NMA.

With regard to New York employees we want to provide the following additional information: Notices are being provided to the appropriate government officials on May 19, 2020, including the NY Commissioner of Labor and the Local Workforce Investment Board. Additionally, affected employees will be notified by letters mailed via first class U.S. Mail on May 19 and 20, 2020.

Also, with respect to represented employees in New York, you are hereby notified that as a result of their employment loss, individuals represented by you may be eligible to receive job retraining, re-employment services, or other assistance with obtaining new employment upon termination. These individuals may also be eligible for unemployment insurance benefits after their last day of employment. Whenever possible, the New York State Department of Labor will contact the employer to arrange to provide additional information regarding these benefits and services to these individuals through workshops, interviews, and other activities that will be scheduled prior to the time their employment ends. If their jobs have already ended, they can also access reemployment information and apply for unemployment insurance benefits on the Department's website or they may use the contact information provided on the website or visit one of the Department's local offices to obtain further information and assistance. I attest to the truthfulness of the information provided in this letter.

We have been working with our customers to monitor the situation, which changes daily. It is difficult to predict when we can transition back to full-service operations. Ultimately, our goal is to recall employees and restore them to the hours they were working prior to the service suspension. We will inform you of any significant developments or changes in the situation and timing described above as additional information becomes known.

If you have any questions or desire additional information about this notice, please contact William McGowan, Human Resources Director, 1880 Campus Commons Dr., Suite 200, Reston, VA 20191, Telephone: 571-266-0968.

Regards,



William McGowan
Director, Regional Human Resources
Gate Gourmet, Inc.

Encl.

Attachment 1
SFO April 9, 2020 letter to UNITE HERE Local 2
SFO April 13, 2020 letter to IBT Local 2785
SFO April 23, 2020 letter to IBT Local 2785
SFO April 23, 2020 letter to UNITE HERE Local 2
SFO May 1, 2020 letter to UNITE HERE Local 2
SAN

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NOTICE TO: (1) STATE DISLOCATED WORKER UNIT; (2) CHIEF ELECTED
MUNICIPAL OFFICIAL; (3) CHIEF ELECTED COUNTY OFFICIAL; AND (4)
LOCAL WORKFORCE INVESTMENT BOARD

May 20, 2020

VIA: Email

Michelle Miyashiro
Office Manager
Workforce Development Council
830 Punchbowl Street, Room 417
Honolulu, HI 96813
(808) 586-9282
Michelle.R.Miyashiro@hawaii.gov

Oahu Workforce Development Board
715 South King Street, Suite 211
Honolulu, HI 96813
Telephone: (808) 768-7790

Kirk Caldwell
530 South King Street, Room 300, Honolulu, Hawaii 96813

Dear Michelle Miyashiro, Kirk Caldwell, and Oahu Workforce Development Board:

We are currently experiencing unexpected suspensions of select catering services at Gate Gourmet's Dallas kitchen located at 110 Pohakulana Pl, Honolulu, HI 96819.

As a result of the service suspensions, Gate Gourmet was required to initial layoffs, furloughs and reductions of employee hours starting on March 31, 2020. This interruption to service is a direct result of the physical calamity/natural disaster created by the COVID-19 virus, as well as changing adverse business circumstances. The service suspension and other business circumstances at the Honolulu kitchen were not foreseeable prior to the events leading to their occurrence and based upon the best available knowledge when they

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were initiated, were believed to be temporary, lasting less than six months. However, due to the length and severity of COVID-19 related impacts which were not reasonably foreseeable when the temporary reductions took place, we are now faced with the difficult decision regarding continued employment and have made the decision to initiate permanent layoffs effective May 20, 2020. We were unable to provide earlier notice of these permanent layoffs because these impacts were not previously foreseeable.

Attached as Attachment A is a list of the affected job classifications and the number of affected employees in each classification. The affected employees are represented by UNITE HERE, and any rights that these union represented employees may have to bump or displace other employees working for Gate Gourmet are governed by the union's collective bargaining agreement with the Company. Notice has been provided to the union c/o Vincent Shaw, IBT Director, Vice Director IBT/HERE Employee Representatives' Council, 10 Lakeside Lane, Suite 3-A, Denver, CO 80212.

If you have any questions or desire additional information about this notice, please contact Ralph Perea, Director of Human Resources 30 Inip Drive, Inwood, NY 11096 Tel. 516 295 6220.

Very truly yours,



Helder Ponte Rodriguez
Honolulu Unit
Gate Gourmet, Inc.

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