



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 MAY 26 AM 10: 31

May 21, 2020

VIA OVERNIGHT 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:

By letter dated April 24, 2020, we provided notice of layoffs pursuant to WARN. These layoffs were directly related to the COVID-19 public health crisis. Unfortunately, due to the ongoing crisis and its continuing devastating impact on the rental car industry, it has become necessary to conduct another round of layoffs. These layoffs are the result of 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 amended 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:

The Hertz Corporation
8501 Williams Road
Estero, FL 33928



Karen Gittleman
8501 Williams Road
Estero, FL 33928
Tel: (239) 301-7018
Email: 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. Also included for reference, is the list of the April 2020 layoffs that was previously provided.
- Expected Date and Duration of Layoff:** The mass layoff is scheduled to commence on May 20, 2020 and affected non-union employees are scheduled to be permanently laid off from the Company.

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, appearing to read "R. White", is written over a faint, illegible printed name.

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

Enclosure



Honolulu

Job Classifications of Affected Employees 4.20	Number of Affected Employee in Each Classification
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

Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification
Counter Sales Rep Lead	1
Courtesy Bus Driver	1
Customer Care Rep	3
Group Leader Mechanics	2
Instant Return Rep	2
Mgr Fleet Maintenance & Admin	1
Vehicle Service Attn	1

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Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification
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

Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification
Counter Sales Rep	2
Customer Care Rep	3
Gold Choice CSR Lead	1
Greeter	1
Mgr Maintenance	1
Vehicle Service Attn	1

ORIGIN ID:IMMA (239) 301-7060
KATHERINE SCHELL
HERTZ CORP
8501 WILLIAMS ROAD

SHIP DATE: 21MAY20
ACTWGT: 0.50 LB
CAD: 108960223/WSX12200

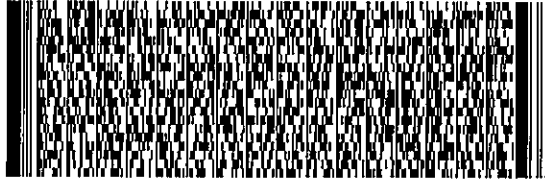
ESTERO, FL 33928
UNITED STATES US

BILL SENDER

TO DIRECTOR
STATE DEPT OF LABOR&INDUSTRIAL REL.
830 PUNCHBOWL STREET
ROOM 321
HONOLULU HI 96813

56B10109205FE4A

(808) 587-5515 REF: 0066
INV: DEPT:
PO:



FRI - 22 MAY PM
PRIORITY OVERNIGHT

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