

THE WESTIN

MAUI
RESORT & SPA
KA'ANAPALI

June 2, 2020

Director
Hawaii State Department of Labor and Industrial Relations 830
Punchbowl Street, Room 321
Honolulu, HI 96813
dlir.workforce.council@hawaii.gov

Mayor Michael P. Victorino
200 S. High Street
Kalana O Mai Building 9th floor
Wailuku, HI 96793
Mayors.office@co.maui.hi.us

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that SW Hotels & Resorts WW, LLC, doing business as The Westin Maui Resort & Spa, Ka'anapali (the "location"), located at 2365 Ka'anapali Parkway, Lahaina, HI 96761, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 614 of the location's 628 employees.

These temporary actions began at the location on March 21, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Approximately 505 of the affected employees are represented by ILWU Local 142. Below I have provided contact information for the chief elected union officer.

Donna Domingo
President
ILWU Local 142 Maui Division
896 Lower Main Street
Wailuku, HI 96793
ddomingo@ILWULocal142.org

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Bumping rights (that is, the right to claim another job at the company) may be available to some union-represented employees, based on contract requirements and individual circumstances. Each union representative has been notified of the temporary actions applicable to their members. Non-union employees do not have bumping rights. Each affected non-union employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

For further information, please contact my Director of Human Resources, Shannon Ladd, at 808.661.2535.

Sincerely,



Gregg Lundberg
General Manager

Enclosure

The Westin Maui Resort Spa, Ka'anapali

Job Title - Non-Union Hourly	QTY
Grand Total	59
ACCOUNTANT-GENERAL Total	3
ADMIN ASSISTANT Total	10
ANALYST-SALES REPORTING Total	1
CASHIER-ACCOUNTING Total	1
CLERK-ACCOUNTING Total	2
COORD-HUMAN RESOURCES Total	2
COORD-OFFICE Total	2
ESTHETICIAN Total	6
LOBBY AMBASSADOR Total	3
SALES COORDINATOR Total	1
SPA MASSAGE THERAPIST Total	23
SUPERVISOR-HOUSEKEEPING Total	5

Job Title - Union	QTY
Grand Total	505
AGENT-AT YOUR SERVICE Total	10
AGENT-FRONT DESK Total	3
ATTENDANT-BELLSTAND Total	23
ATTENDANT-BUS Total	11
ATTENDANT-CHILD ACTIVITY Total	6
ATTENDANT-DINING ROOM Total	4
ATTENDANT-GOURMET COFFEE Total	10
ATTENDANT-LAUNDRY Total	17
ATTENDANT-LAUNDRY-I Total	2
ATTENDANT-LINEN ROOM Total	4
ATTENDANT-ROOM SERVICE Total	3
ATTENDANT-SPA Total	7
ATTENDANT-VALET/LAUNDRY Total	2
BAKER Total	1
BARTENDER Total	7
BARTENDER I Total	21
CAPTAIN-BANQUETS Total	2
CAPTAIN-BELLSTAND Total	1
CAPTAIN-BELLSTAND NON-SUPV Total	3
CASHIER-FOOD & BEVERAGE SVCS Total	7
CLERK-NIGHT AUDIT Total	2
CLERK-STOREROOM Total	4
CONCIERGE-SPA Total	4
COOK Total	2
COOK II Total	7
COOK II-GARDEMANGER Total	3

The Westin Maui Resort Spa, Ka'anapali

COOK III	Total	13
COOK III-GARDEMANGER	Total	3
COOK III-PASTRY	Total	1
COOK II-PASTRY	Total	1
COOK IV	Total	12
COORD-RECREATION	Total	2
DISPATCHER	Total	4
DRIVER	Total	3
ENGINEER I	Total	9
ENGINEER II	Total	12
ENGINEER III	Total	9
GROUNDSKEEPER	Total	10
GROUNDSKEEPER II	Total	1
GROUNDSKEEPER/UTILITY	Total	1
GROUNDSKEEPER-LEAD	Total	1
GROUNDSKEEPER-SR	Total	1
GUEST SERVICE REPRESENTATIVE	Total	19
HOST/HOSTESS	Total	9
HOUSEKEEPER	Total	71
HOUSEKEEPER-PUBLIC AREA	Total	5
HOUSEKEEPING AIDE	Total	28
HOUSEPERSON-BANQUETS	Total	8
OPERATOR-AT YOUR SERVICE	Total	2
PURCHASER	Total	1
RUNNER-AT YOUR SERVICE	Total	1
RUNNER-FOOD	Total	10
SEAMSTRESS	Total	1
SERVER	Total	43
SERVER-BANQUETS	Total	23
STEWARD	Total	24
SUPERVISOR-DISHWASHING/UTILIT	Total	3
SUPERVISOR-EVENT SERVICES	Total	1
SUPERVISOR-FRONT DESK	Total	3
SUPERVISOR-HEALTH CLUB	Total	1
SUPERVISOR-LAUNDRY	Total	1
SUPERVISOR-RECREATION	Total	1
SUPERVISOR-TELEPHONE OPS	Total	1

Job Title - Management	Qty
Grand Total	50
DIR-FOOD & BEVERAGE	1
MGR-RESTAURANT	2
SOUS CHEF	1

The Westin Maui Resort Spa, Ka'anapali

SR SOUS CHEF	1
PURCHASING MANAGER	1
SRMGR-OPS F&B HTLOPS	1
VOYAGE-FOOD&BEVERAGE OPS NE	1
DIR-SPA	1
MGR-HUMAN RESOURCES	2
ASST CHIEF ENGINEER	1
DIR-FRONT OFFICE	1
SR ASST DIR-FINANCE & ACCT	1
CHIEF ENGINEER	1
DIR-SERVICES	1
DIR-LOSS PREVENTION	1
DIR-HUMAN RESOURCES	1
HOTEL MANAGER	1
SR EVENT MANAGER	1
MGR-EVENTS	1
DIR OF EVENT OPS	1
DIR OF EVENT PLNG	1
DIR-REVENUE MANAGEMENT	1
MGR-REVENUE MANAGEMENT 2	1
HOUSEKEEPING MANAGER	4
DIR-FINANCE & ACCOUNTING	1
DIR-SALES & MARKETING	1
GENERAL MANAGER	1
DIR-GUEST SERVICES	2
CHIEF STEWARD	1
MGR-FRONT DESK	3
ASST DIR SERVICES	1
MGR-MARKETING	1
DIR-GROUP SALES	1
SR SALES EXECUTIVE NE	6
DESTINATION SALES EXECUTIVE	1
DIR-PUBLIC RELATIONS	1
MGR-GUEST SERVICES	1

TOTAL ALL POSITIONS

614