



DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

June 2, 2020

2020 JUN -4 AM 11: 08

Director, Mr. Scott Murakami  
Hawaii State Department of Labor and Industrial  
Relations  
830 Punchbowl Street, Room 321  
Honolulu, HI 96813  
[dlir.workforce.council@hawaii.gov](mailto:dlir.workforce.council@hawaii.gov)

Re: WARN Notice

Dear Mr. Scott Murakami:

This letter is to notify you that Kyo-ya Hotels & Resorts, LP, dba Kyo-ya Company, Ltd, Sheraton Waikiki, The Royal Hawaiian, Sheraton Princess Kaiulani, the Moana Surfrider, a Westin Resort, Central Resources Team, Sheraton Maui, and Marriott International, located at 2255 Kalakaua Avenue 2<sup>nd</sup> Floor Honolulu, Hawaii 96815 has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for Marriott International – Kyo-ya Hotels of the location's 48 employees.

These temporary actions began at the location on March 12, 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 0 of the affected employees are represented by the Unite Here – Local 5 Union. Below I have provided contact information for the chief elected union officer.

Ms. Gemma G. Weinstein  
President  
Unite Here - Local 5  
1516 S King Street  
Honolulu, Hawaii 96826  
808-358-2429  
[GWeinstein@5.unitehere.org](mailto:GWeinstein@5.unitehere.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 me at 808-931-8492.

Sincerely,

A handwritten signature in black ink, appearing to read "Trevor Bracher".

Trevor Bracher  
Complex Director of Human Resources

Enclosure



**Marriott Corporate**

<b>Job Position Title</b>	<b>Headcount per Job Position Title</b>
<b>Account Director, Group Count</b>	<b>3</b>
<b>Area Dir, Eng &amp; Sustainability Count</b>	<b>1</b>
<b>Complex Dir of Capital Project Count</b>	<b>1</b>
<b>Complex Director of HR Count</b>	<b>1</b>
<b>Director of Culinary Count</b>	<b>1</b>
<b>Director of Engineering Count</b>	<b>5</b>
<b>Director of Finance Count</b>	<b>6</b>
<b>Director of Housekeeping Count</b>	<b>1</b>
<b>Director of Human Resources Count</b>	<b>4</b>
<b>Director of Operational Excellence Count</b>	<b>1</b>
<b>Director of Operations Count</b>	<b>1</b>
<b>Director of Revenue Management Count</b>	<b>5</b>
<b>Director of Room Operations Count</b>	<b>1</b>
<b>Director of Rooms Count</b>	<b>1</b>
<b>Director of Sales Count</b>	<b>2</b>
<b>Director of Sales &amp; Marketing Count</b>	<b>4</b>
<b>Director, Food &amp; Beverage Count</b>	<b>2</b>
<b>General Manager Count</b>	<b>5</b>
<b>Hotel Manager Count</b>	<b>2</b>
<b>Resident Manager Count</b>	<b>1</b>
<b>Grand Count</b>	<b>48</b>

Trevor Bracher, HR  
2255 Kalakaua Avenue  
Honolulu, HI 96815

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