



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 2259 Kalakaua Avenue Honolulu, Hawaii 96815 has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for **Royal Hawaiian Hotel** of the location's **493** 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 454 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", written over a horizontal line.

Trevor Bracher  
Complex Director of Human Resources

Enclosure



Royal Hawaiian Hotel

<b>Job Position Title</b>	<b>Headcount Per Job Position Title</b>
A/C Refrigeration Spec Count	2
Administrative Assistant Count	1
Asia Guest Service Manager Count	1
Assistant Cook Count	1
Assistant Dir of Housekeeping Count	1
Asst Asia Guest Services Mgr Count	1
Asst Mgr, Restaurants & Bars Count	2
Asst Pastry Chef Count	1
Baker Count	1
Baker/Pastry Cook Count	2
Bar Porter Count	8
Bar Support Count	1
Bartender Count	10
Bellhelp - Day Count	16
Bellhelp - Night Count	1
Breakfast Cook Count	4
Bushelp Count	16
Carpenter/Mason Count	1
Chef de Cuisine Count	1
Club Lounge Attendant Count	8
Cocktail Waithelp Count	22
Combination Bartender Count	9
Cook Helper Count	11
Department Coordinator Count	1
Dinner Cook Count	6
Director of Housekeeping Count	1
Director, Restaurants & Bars Count	1
Door Attendant-non-part/nonVIP Count	3
Electrician Journeyman Count	1
Engineering Manager Count	1
Exec Sous Chef Count	1
Executive Admin Assistant Count	1
Executive Chef Count	1
F/B Cashier Count	9
Food Service Assistant Count	5
Fountain Dispenser Count	3
Front Office Manager Count	1
Front Service Clerk Count	2
Front Svcs Clerk/Cashier - RH Count	4
Fry Cook Count	10



**Royal Hawaiian Hotel**

<b>Job Position Title</b>	<b>Headcount Per Job Position Title</b>
General Cashier Count	1
General Maintenance - KenFixIt Count	8
GSA - Night Count	2
GSA Working Supervisor Count	3
GSA Working Supv - Night Count	1
GSA-Day Count	13
Guest Experience Coordinator Count	2
Guest Services Manager Count	2
Head Bartender Count	2
Head Butcher Count	1
Head GardeManger Count	1
Head Utility Steward Count	3
Hosthelp Count	9
Housekeeper I - Rms/Night Count	3
Housekeeper I-Gen Cleaners Count	24
Housekeeper II Count	4
Housekeeper II - Night Count	4
Housekeeper III Count	1
Housekeeper III - Night Count	1
Housekeeper I-Rooms/Day Count	71
Housekeeping Clerk Count	3
Housekeeping Manager Count	3
Human Resources Coord Count	1
Human Resources Manager Count	1
Linen Room Attendant Count	4
Maintenance - Utility Count	2
Manager, Banquets Count	1
Manager, Restaurants & Bars Count	3
Manager, Stewarding Count	1
Mechanic Journeyman Count	1
Meeting & Event Manager Count	1
On-line Marketing Manager Count	1
Painter Journeyman Count	3
Pantry Count	4
Parking Valet Count	12
Pastry Chef - Hourly Count	1
Pastry Cook Count	3
Restaurant Sales Manager Count	1
Rooms Coordinator Count	1
Sales Coordinator Count	2



**Royal Hawaiian Hotel**

<b>Job Position Title</b>	<b>Headcount Per Job Position Title</b>
<b>Sales Manager, Group Count</b>	<b>1</b>
<b>Seamstress Count</b>	<b>1</b>
<b>Second Cook Count</b>	<b>1</b>
<b>Sous Chef Count</b>	<b>1</b>
<b>Uniformed Services Manager Count</b>	<b>1</b>
<b>Upholsterer Journeyman Count</b>	<b>1</b>
<b>Utility Steward Count</b>	<b>32</b>
<b>Utility Steward - Night Count</b>	<b>4</b>
<b>Waithelp Count</b>	<b>60</b>
<b>Waithelp Captain Count</b>	<b>7</b>
<b>Working Sous Chef Count</b>	<b>4</b>
<b>Working Sup - Food Outlet Count</b>	<b>2</b>
<b>Working Supervisor - Hskpg Count</b>	<b>1</b>
<b>Grand Count</b>	<b>493</b>

Trevor Bracher, HR  
2255 Kalakaua Avenue  
Honolulu, HI 96815

DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

2020 JUN -4 AM 11: 08



U.S. POSTAGE



ZIP 96815 \$ 000.50<sup>0</sup>  
02 4W  
0000367233 JUN-02 2020

Director, Mr. Scott Murakami  
Hawaii State Department of Labor and  
Industrial Relations  
830 Punchbowl Street, Room 321  
Honolulu, HI 96813

6661385080 0017

