

RECEIVED

By Jan Kusakabe at 10:22 am, Jun 05, 2020

June 4, 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 HNL110 Pohakulana Pl, Honolulu, HI 96819 ("HNL kitchen"). As a result of the service suspensions, Gate Gourmet was required to initiate layoffs, furloughs and reductions of employee hours starting on 3/30/2020.

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 HNL kitchen 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 hours reductions and furloughs initially took place, we were faced with the difficult decision regarding layoffs for union represented employees. We sent previous notification to you on 5/20/2020 regarding reductions of employee hours and layoffs of union represented employees. Similarly, we are uncertain as to the impact to non-union employees who are likewise out on furlough. While these individuals remain on furlough and are not being laid off at this time, we are faced with the reality that we must extend these temporary furloughs into early summer and the foreseeable future. We were unable to provide earlier notice of these extended furloughs because these impacts were not previously foreseeable.

Attached as Attachment A is a list of the names and addresses of affected employees and their job titles and first date of furlough. The affected employees are not represented by

any union and have no rights to bump or displace other employees working for Gate Gourmet.

Notices have also been provided to each affected employee, sent via regular mail on 6/3/2020, A sample notice is Attached. Additionally, notice has been provided to the local Workforce Investment Board on 6/3/2020 as well.

Gate Gourmet's HNL unit continues to operate and is not closed. If you have any questions or desire additional information about this notice, please contact Ralph Perea (516) 205-7939

Very truly yours,

Helder PonteRodrigues
Helder Ponte Rodrigues
General Manager
HNL

June 3, 2020

«Title». «FirstName» «LastName»
«HomeAdd1» «HomeAdd2»
«HomeCity», «HomeState» «HomeZipCd»

Dear «Title». «LastName»,

As you know, we are currently experiencing unexpected suspensions of select catering services throughout gategroup North America. The economic impact of the COVID-19 outbreak continues to be devastating to our industry and the general economy and has significantly impacted the work available at [ADDRESS OF INDIVIDUAL WORK LOCATION]. As a result, gategroup was forced to take unprecedented actions including layoffs, furloughs and reductions in hours starting on [DATE OF FIRST ACTION IN YOUR UNIT] in the [NAME OF LOCATION] unit. We informed you that your position was impacted by furloughs at the facility, and you began your furlough on [DATE]. 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 [NAME OF LOCATION] were not foreseeable prior to the events leading to their occurrence and were initially expected to be of short duration - no more than two months

However, due to the length and severity of COVID-19 related impacts, which were not reasonably foreseeable when the temporary furloughs were initially implemented, our business continues to experience a significant impact that requires us to extend your current temporary furlough status into early summer and the foreseeable future. We will inform you should the situation change. All other terms as outlined in your original letter remain the same. You continue to remain employed by Gate Gourmet, and if you are on the Company's medical benefits, the Company will continue to pay your portion of the monthly premium until further notice. You do not have any rights to bump or displace other employees working for Gate Gourmet.

We are continually monitoring the situation and working to bring employees back as soon as possible. As a reminder, you may be eligible for full or partial unemployment benefits under these circumstances. Contact your local unemployment office for information on eligibility and applying for unemployment benefits. You may present your original notification and this letter to your local unemployment office as evidence of your employment status.

The following resources also remain available to you through your furlough. They can be used by you confidentially throughout this time:

- Cigna 24-hour telephone help line to allow employees and family members to speak with qualified clinicians about how to cope with loss, anxiety, stress, or other issues related to the impact of COVID-19. The toll-free number, 866-912-1687, will be open 24 hours a day, seven days a week, for as long as necessary.
- LifeWorks, our employee assistance program, is available to you 24 hours a day, seven days a week, at 888-456-1324.

Please log in to UltiPro to ensure your personal phone number, e-mail and mailing address are current so that you don't miss any important updates.

As always, please feel free to contact your local human resources representative, [NAME AND TELEPHONE NUMBER], with any questions you may have.

On behalf of Josh Janow, President, gategroup, US and the entire US Leadership Team, we thank you for your commitment, dedication and unwavering service.

Respectfully,

NAME OF DEPARTMENT HEAD
TITLE

Gate Gourmet, Inc.