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By Jan Kusakabe at 12:51 pm, Jun 08, 2020

## THE RITZ-CARLTON RESIDENCES

WAIKIKI BEACH

June 4, 2020

Director  
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)

Kirk Caldwell  
Mayor, City of Honolulu  
530 South King Street, Room 300  
Honolulu, Hawaii 96813  
[Mayor@honolulu.gov](mailto:Mayor@honolulu.gov)

Re: The Ritz-Carlton Residences, Waikiki Beach - WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that The Ritz-Carlton Hotel Co. LLC, doing business as The Ritz-Carlton Residences, Waikiki Beach, located at 383 Kalaimoku Street, Waikiki Beach, HI 96815, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 273 of the location's 273 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.

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job at the company), and no union represents affected employees. Each affected 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) 922-8111.

Sincerely,



Douglas Chang  
General Manager

Enclosure

**The Ritz-Carlton Residences, Waikiki Beach**

| <b>JOB TITLE</b>           | <b># OF EMPLOYEES</b> |
|----------------------------|-----------------------|
| Accounting/HR Clerk-Club   | 1                     |
| Admin Assistant-Sales I    | 2                     |
| Agent-Front Desk           | 10                    |
| Agent-Guest Relations      | 6                     |
| Agent-Reservations         | 2                     |
| Analyst-Market Research    | 1                     |
| Asst Mgr-Concierge (NE)    | 1                     |
| AsstDir-Food & Beverage    | 1                     |
| Attendant-Door             | 3                     |
| Attendant-Lobby            | 5                     |
| Attendant-Pool             | 11                    |
| Attendant-Spa              | 4                     |
| Bell Captain-Club          | 1                     |
| Clerk-Accounting           | 1                     |
| Clerk-Shipping & Receiving | 1                     |
| Club Asst Dir-Finance      | 1                     |
| Club Dir-Housekeeping      | 1                     |
| Club Dir-Spa               | 1                     |
| Club General Manager       | 1                     |
| Club Mgr-Club Services     | 1                     |
| Club Mgr-Concierge         | 1                     |
| Club Mgr-Housekeeping (NE) | 2                     |
| Club Mgr-Loss Prevention   | 2                     |
| Concierge                  | 4                     |
| Concierge-Spa              | 3                     |
| Controller-Rooms           | 1                     |
| Coord-Office               | 1                     |
| Dir-Engineering            | 1                     |
| Dir-Finance & Accounting   | 1                     |
| Dir-Human Resources        | 1                     |
| Dir-Operations             | 1                     |
| Dir-Public Relations       | 1                     |
| Dir-Residences             | 1                     |
| Dir-Revenue Management     | 1                     |
| Dir-Sales & Marketing      | 1                     |
| Engineer I-Club            | 4                     |
| Engineer II-Club           | 3                     |
| Engineer III-Club          | 1                     |
| Engineer I-PM              | 1                     |
| Engineer IV-Club           | 1                     |
| Engineer-Care Team         | 6                     |
| Executive Assistant        | 1                     |
| Greeter-Guest Services     | 2                     |

| <b>JOB TITLE</b>               | <b># OF EMPLOYEES</b> |
|--------------------------------|-----------------------|
| Housekeeper-Club               | 76                    |
| Housekeeper-Turndown-Club      | 26                    |
| Housekeeping Aide              | 8                     |
| Housekeeping-Special Projects  | 1                     |
| Maintenance-Lead               | 1                     |
| Massage Therapist              | 5                     |
| Massage Therapist/Esthetician  | 4                     |
| MassageTherapist/Esthetic-Lead | 1                     |
| Mgr-Front Desk (NE)            | 1                     |
| Mgr-Human Resources (NE)       | 1                     |
| Mgr-InRoom Dining              | 1                     |
| Officer-Loss Prevention PM     | 8                     |
| Officer-Loss Prevention-Club   | 7                     |
| Order Taker-InRoom Dining      | 4                     |
| Residences Bellstd/Door Attnd  | 7                     |
| Residences Chief Engineer      | 1                     |
| Residences Coordinator         | 3                     |
| Residences Staff Accountant    | 1                     |
| Residences-Liaison             | 3                     |
| Server-InRoom Dining           | 5                     |
| Sr Sales Exec (NE)             | 1                     |
| SrMgr-Sales (NE)               | 2                     |
| Supervisor/MOD-PM              | 1                     |
| Supervisor-Concierge           | 1                     |
| Supervisor-Front Desk          | 1                     |
| Supervisor-Loss Prevention     | 2                     |
| Supervisor-Recreation          | 1                     |
| Supv-Housekeeping-Club         | 4                     |
| <b>TOTAL</b>                   | <b>273</b>            |