



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 JUN 12 AM 11:45

June 8, 2020

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

Re: WARN Notice

Dear Director Murakami,

This letter is to notify you that Sheraton Operating Corporation, doing business as The Sheraton Kona Resort and Spa at Keauhou Bay, located at 78-128 Ehukai Street, Kailua-Kona, HI 96740 has instituted temporary furloughs, temporary layoffs, and temporary reductions in hours for 250 of the location's 287 employees.

These temporary actions began at the location on April 18, 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.

Sheraton Kona Resort and Spa at Keauhou Bay
78 - 128 Ehukai Street, Kailua - Kona, HI 96740
T 808 930 4900 F 808 930 4852
Marriott.com/KOASI

Approximately 140 of the affected employees are represented by the International Longshore and Warehouse Union ("ILWU"), Local 142. Below I have provided contact information for the chief elected union officer.

Elmer Gorospe
Division Director
ILWU, Local 142
Unit 1520-00
100 West Lanikaula Street
Hilo, HI 96720
Tel. +1.808.935.3727
egorospe@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 me at samuel.howarth@marriott.com.

Sincerely,



Samuel Howarth
Director of HR

Enclosure

Job Title	# of Affected Employees
ADMIN ASSISTANT	4
ADMINISTRATOR-PAYROLL	1
ANALYST-SALES REPORTING	1
ATTENDANT-BELLSTAND	8
ATTENDANT-DINING ROOM	5
ATTENDANT-SHIPPING & RECEIVIN	2
BARTENDER	9
BARTENDER-BANQUET	8
CASHIER-ACCOUNTING	2
CLERK-ACCOUNTING	1
CLERK-NIGHT AUDIT	1
CLERK-RESERVATIONS	1
CONCIERGE	2
CONTROLLER-ROOMS	1
COOK	5
COOK II	7
COOK III	8
COORD-HUMAN RESOURCES	1
DIR OF ENGINEERING	1
DIR, EVENT PLNG & OPS	1
DIR-FINANCE & ACCOUNTING	1
DIR-SALES & MARKETING	1
ENGINEER II	8
EXECUTIVE CHEF	1
EXECUTIVE SOUS CHEF	1
EXPEDITOR/CHECK CALLER	2
GUEST SERVICE REPRESENTATIVE	8
HOST/HOSTESS	9
HOUSEKEEPER	41
HOUSEKEEPER-PUBLIC AREA	7
HOUSEKEEPING AIDE-BANQUETS	7
MGR-EVENTS	2
MGR-GUEST SERVICES	1
MGR-HOUSEKEEPING	1
MGR-HUMAN RESOURCES	1
OFFICER-LOSS PREVENTION	7
RUNNER-FOOD & BEVERAGE	2
RUNNER-POOL	3
SALES EXECUTIVE NE	1
SERVER	4
SERVER-BANQUETS	17
SERVER-PM	2
SOUS CHEF	1
SR SALES EXECUTIVE NE	1
SRMGR-OPS F&B HTLOPS	1
STEWARD-UTILITY	2
SUPERVISOR-FOOD & BEVERAGE	2
SUPERVISOR-HOUSEKEEPING	1
SUPERVISOR-KITCHEN	2
SUPERVISOR-LOSS PREVENTION	3
SUPERVISOR-RETAIL	1
TELEPHONE OPERATOR	6
VOYAGE-ROOMS OPS NE	1
#N/A	33
Grand Total	250



SHERATON

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CERTIFIED MAIL®



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MAILED FROM ZIP CODE 96740

Scott Murakami, Director Hawaii State
Department of Labor and Industrial Relations

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Room 321

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