

2020 JUN 24 AM 10: 26

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

TO: Director, State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
Fax: 808-586-9099

Mayor Michael Victorino
200 S. High St.
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Mayors.Office@co.maui.hi.us

FROM: Michael Jokovich, General Manager and Area Vice President, Hyatt Hotels
Hawaii

DATE: June 22, 2020

VIA: U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation (“Hyatt”) with respect to the Andaz Maui Wailea (the “Hotel”), at 3550 Wailea Alanui Dr, Wailea, HI 96753.

The COVID-19 pandemic initially prompted numerous restrictions on travel and group meetings that resulted in a drop in our business. As a business that caters to global travelers and hosts large events around the world, this pandemic impacts us immensely. Due to this crisis, employees at the Hotel have been impacted by temporary furloughs, beginning on March 24, 2020.

We were hopeful that the restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus, extensions of various government-mandated “shelter-in-place” and “mass gathering” orders, cancellation of conferences and events, and significant decline in travel, all of which have resulted in the sudden and unexpected effective shutdown of much of our business.

While there are encouraging signs that our economy can begin to reopen in some areas, it has now become clear that the demand for travel, events, and hospitality services will take substantially longer to resume than previously anticipated. With likely on-going social

distancing until a reliable COVID-19 vaccine or treatment becomes available, we cannot predict when our way of doing business will return to “normal.”

With such a significant reduction in our business in a rapidly evolving situation, we have to make painful choices that would have seemed unthinkable just a short time ago. The reality is we need to take further action to support the long-term operation of the company in a completely new operating environment.

We initially anticipated that employee furloughs at the Hotel would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now plan for extended layoffs that may exceed 6 months. While our hope remains that some or all of these layoffs will be temporary and last less than 6 months, we must prepare for longer-term employment losses. This is a partial closure; not all employees at the Hotel will be impacted. .

Enclosed is a listing, for each of the employment actions described above, of the job titles of positions to be affected, the number of affected employees in each job classification, and the anticipated schedule of the employment actions.

Some of the affected employees are represented by the following local and international union:

Donna Domingo, President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION Local 142
451 Atkinson Drive
Honolulu, HI 96814

William E. Adams, International President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION
1188 Franklin Street, 4th Floor
San Francisco, CA 94109-6800

Any bumping rights available to bargaining unit members will be governed by the applicable collective bargaining agreement provisions. There are no bumping rights for non-bargaining unit employees.

We regret that we were not able to provide advance notice of this action. Due to the impacts of COVID-19, we are providing this information at the earliest practicable time based on current business information.

Please contact me at 808-243-4710 or michael.jokovich@hyatt.com if you have any questions about this notice.



Attachment A – Employees Affected by Conversions of Furloughs With Employment Benefits to Temporary Layoffs Without Employment Benefits

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED DATE OF CONVERSION
Administrative Assistant	1	July 31, 2020
Assistant Exec Housekeeper	2	July 31, 2020
Assistant F&B Manager	3	July 31, 2020
Assistant Front Office Manager	2	July 31, 2020
Coordinator	2	July 31, 2020
Event Planning Manager	1	July 31, 2020
HR Coordinator	1	July 31, 2020
Restaurant FS Manager	1	July 31, 2020
Sous Chef	2	July 31, 2020
Spa Attendant	8	July 31, 2020
Staff Accountant	1	July 31, 2020
Accounting Clerk	1	July 31, 2020
Administrative Assistant	2	July 31, 2020
Assistant Engineering Director	1	July 31, 2020
Assistant F&B Manager	2	July 31, 2020
Beverage Manager	1	July 31, 2020
Concierge	9	July 31, 2020
Coordinator	1	July 31, 2020
Event Concierge	1	July 31, 2020
Event Planning Manager	2	July 31, 2020
Event Services Manager	1	July 31, 2020
Information Technology Analyst	1	July 31, 2020

Pastry Chef	1	July 31, 2020
Sales Manager-Group	1	July 31, 2020

**Attachment B – Employees Affected by Extensions of Temporary Furloughs With
Employment Benefits**

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED
Bar Attendant	8
Bartender	14
Bell Attendant - PM	1
Beverage Attendant	2
Cafeteria Attendant	3
Cashier/Order Taker	12
Clerk	4
Cook 1- Entry	13
Cook 2	14
Cook 3	6
Event Services - Lead	2
Event Set Up Lead	2
Gnrl Maint Engineer B	10
Gnrl Maint Engineer Lead	5
Greeter	11
Guest Services - Lead	3
Host	18
Housekeeping Coordinator	3
Housekeeping Supervisor	3
Houseperson - Events	7
Houseperson - Housekeeping	24
Purchasing Clerk	5
Recreation Attendant	12

Reservations - Lead	1
Reservations/PBX Agent	10
Room Attendant	63
Runner - F&B	9
Seamstress/Tailor	3
Server Assistant	15
Server-Beverage	19
Server-Events	21
Server-Restaurant	19
Server-Room Service	7
Sommelier	1
Steward	16
Stewarding Supervisor	2
Valet - Car	24

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830 Punchbowl Street, Room 321
Honolulu, HI 96813

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