

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 JUL 10 AM 11:33

TO: Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

Mayor Kirk Caldwell
City and County of Honolulu
530 South King Street, Room 300
Honolulu, HI 96813

FROM: Richard Elliott, General Manager

DATE: July 7, 2020

VIA: U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation ("Hyatt") with respect to the Hyatt Centric Waikiki Beach (the "Hotel"), at 349 Seaside Avenue, Honolulu, HI 96815.

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 26, 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 engage in some employee separations that are expected to be permanent, some conversions of furloughs to temporary layoffs without employment benefits, and some extensions of employee furloughs with employment benefits. We must 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 employees referenced in the enclosure are union employees and are represented by the following unions:

Eric Gill, Financial Secretary-Treasurer
UNITEHERE Local 5
1516 S King St.
Honolulu, HI 96826

Donald R. Taylor, International President
UNITE HERE
275 7th Avenue, 16th Floor
New York, NY 10001-6708

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.

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

Please contact me at 808-237-7888 or Richard.Elliott@Hyatt.com if you have any questions about this notice.



Richard Elliott
General Manager
Hyatt Centric Waikiki Beach

Attachment A – Employees Affected by Permanent Separations

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED SEPARATION DATES
Sous Chef	1	June 20, 2020
Purchasing Director	1	June 20, 2020

Attachment B – 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
Housekeeping Supervisor	3	July 31, 2020
Front Office – Lead	2	July 31, 2020
Host	6	July 31, 2020
Night Auditor	1	July 31, 2020
Room Attendant	24	July 31, 2020
Runner – Housekeeping	10	July 31, 2020
Server Assistant	1	July 31, 2020
Server – Restaurant	3	July 31, 2020
Cook 2	3	July 31, 2020
Steward	2	July 31, 2020
Bartender	4	July 31, 2020
Gnrl Maint Engineer B	2	July 31, 2020

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

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED
Accounting Supervisor	1
Sales Mgr-Group And Transient	1
Reservations/PBX Agent	2
Event Sales Coordinator	1



HYATT
REGENCY
RESORT

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