

*[NOTICE TO THE MAYOR AND DLIR]*

**RECEIVED**

By Jan Kusakabe at 2:46 pm, Aug 03, 2020

July 29<sup>th</sup>, 2020

The Honorable Kirk Caldwell  
Mayor  
City and County of Honolulu  
Honolulu Hale  
530 South King Street  
Honolulu, HI 96813

Mr. Scott T. Murakami  
Director  
Department of Labor and Industrial Relations  
830 Punchbowl Street  
Room 321  
Honolulu, HI 96813

Dear Mayor Caldwell and Director Murakami:

Due to the rapidly changing situation caused by the COVID 19 pandemic, specifically the announcement by Governor Ige on July 20, 2020 to extend the 14 day travel quarantine until at least September 1, 2020, we have decided to extend the temporary closure/reduction in hours of The Kahala Hotel and Resort. Based upon the rapidly changing circumstances, we are providing you with shortened notice pursuant to the unforeseen business circumstances exception in 29 U.S.C. §2101(b)(2)(A).

Pursuant to WARN, this is to inform you that The Kahala Hotel and Resort, Honolulu, HI 96815 will be extending its temporary closure/reduction in hours due to unforeseen business circumstances, and will therefore will continue to furlough layoff almost all of its employees. This will be a temporary transaction. There are no bumping rights.

A listing of the job classifications affected and number of affected employees in each job classification is attached.

The address of the Employer for mailing purposes 5000 Kahala Ave, Honolulu, HI 96815. The name and telephone number of the contact person is; Nichole Morales, Director of Human Resources, 808-739-8805. Thank you for your attention to this matter.

Very truly yours,

**Kahala Resort**

Enclosure



July 29, 2020  
Director  
State Department of Labor and Industrial Relations  
830 Punchbowl Street, Room 321  
Honolulu, Hawaii 968213

Re: The Kahala Hotel & Resort

Dear Director;

At the time we closed the Resort we did not believe that our colleagues would be furloughed for more than six months. Although we have reopened on a limited basis our occupancy remains low and social distancing requirements limits our F&B operations. Since that time the Governor has repeatedly extended the mandatory 14 day quarantine for arriving visitors. Due to the recent decision by Governor Ige to extend the mandatory 14 day quarantine for arriving visitors until at least September 1, 2020, which will be force to continue a reduction of hours of the Hotel, so we are providing you notice under the Worker Adjustment and Retraining Notification Act (WARN) pursuant to the unforeseen business circumstances exception in 29 U.S.C. §2101(b)(2)(A).

Pursuant to WARN, this is to inform you that The Kahala Resort , Honolulu, HI 96815 will incur a reduction in hours up to 50% for our staff due to unforeseen business circumstances, and will therefore will continue to furlough layoff some of its employees or they will have a reduction in hours. We hope this will be a temporary change.

As a result 496 employees employed at our hotel could continue to be furloughed or see a reduction in hours. At this time there will be no bumping rights.

Enclosed is a list of all the positions and number of positions that could be affected. The job classifications of these employees are noted on the list. A majority of our employees are represented by Unite Here! Local 5 located at 1516 South King St, Honolulu, HI 96826 and they are represented by Chief Elected Officer, Gemma Weinstein.

If you have any questions or need further information, please contact me at 739-8805.

Mahalo,

Nichole Morales  
Director of Human Resources  
5000 Kahala Ave  
Honolulu, HI 96815

**Notice to the Director of the  
Hawaii State Department of Labor and Industrial Relations**

Any Employer subject to the provisions of Chapter 394B, Hawaii Revised Statutes (HRS), shall provide notification not less than 60 calendar days prior to the closing, divestiture, partial closing, or relocation of the covered establishment to each employee and to the Director of the State Department of Labor and Industrial Relations.

Notice to Director is also required for layoffs covered by the federal Worker Adjustment Retraining and Notification (WARN) Act. The items below address the combined items required in the notice by both WARN and its federal regulations, Chapter 394B, HRS, and related Hawaii Administrative Rules. (For purposes of WARN, the State Director of the State Department of Labor and Industrial Relations serves as the State Dislocated Worker Unit). While items required under WARN are not mandatory for layoffs covered only under Chapter 394B, HRS, all items listed below are useful for planning and providing services to affected employees, and employers are encouraged to address all items.

Notices to the Director should be sent to the following address:

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

To learn about requirements for notices to affected employees and others, please refer to the applicable provisions in the enclosed materials.

**Items Required in Notice to Director of  
Hawaii State Department of Labor and Industrial Relations**

		Required by	
		Chapter 394B HRS	WARN
1.	Name and address of employer;	X	X
2.	Name and phone number of contact person(s);	X	X
3.	Name and address of employment site where layoff(s) will occur;		X
4.	Statement as to whether planned action will be temporary or permanent;		X
5.	Statement if entire plant will be closed;		X
6.	Date of the closing, partial closing, relocation or divestiture, as these terms are defined in Chapter 394B, HRS;	X	
7.	Expected date of 1 <sup>st</sup> separation and anticipated schedule for making separations;		X
8.	Number of employees at covered establishment;	X	
9.	Job titles of affected positions, and number of affected employees in each job classification;		X
10.	Approximate number of employees to be laid off or terminated;	X	
11.	Name of union(s) representing affected workers, and name and address of chief elected officer of each union;		X
12.	Indication whether bumping rights exist for affected employees; and		X
13.	Name and title of person providing the information and date.		



Assistant Head Steward	Bargaining
2	
Assistant Housekeeping Manager	Non-Bargaining
Assistant Housekeeping Manager	Non-Bargaining
2	
Assistant Pastry Cook	Bargaining
Assistant Pastry Cook	Bargaining
2	
Assistant Pool Manager	Non-Bargaining
1	
Assistant Restaurant Manager	Non-Bargaining
1	
Auditor	Bargaining
1	
Banquet Manager	Non-Bargaining
1	
Banquet Waithelp Captain	Bargaining
Banquet Waithelp Captain	Bargaining
2	
Bartender	Bargaining
5	
Benefits & Employee Relations Manager	Non-Bargaining
1	
Buffet Runner	Bargaining
Buffet Runner	Bargaining
2	
Bus Help	Bargaining
10	
Cafeteria Attendant	Bargaining
Cafeteria Attendant	Bargaining
2	
Catering Administrative Assistant	Non-Bargaining
1	
Catering Conference Services Manager	Non-Bargaining

Catering Conference Services Manager	Non-Bargaining
2	
Chef Concierge	Non-Bargaining
1	
Chef De Cuisine, Hoku's	Non-Bargaining
1	
Chi Concierge	Non-Bargaining
Chi Concierge	Non-Bargaining
2	
Chief Engineer	Non-Bargaining
1	
Cocktail Waithelp	Bargaining
1	
Combo Barporter	Bargaining
12	
Commercial Director	Non-Bargaining
1	
Concierge	Non-Bargaining
5	
Cook's Helper	Bargaining
9	
Credit Manager	Non-Bargaining
1	
Director of Asia Sales	Non-Bargaining



Front Service Attendant	Bargaining
23	
Front Service Clerk	Bargaining
4	
Front Service Manager	Non-Bargaining
1	
General Cook	Bargaining
13	
General Manager	Non-Bargaining
1	
GSA Supervisor	Bargaining
GSA Supervisor	Bargaining
2	
Guest Service Agent	Bargaining





Housekeeper I-Rooms	Bargaining
	53
Housekeeping Manager	Non-Bargaining
	1
Information Technology Manager	Non-Bargaining
	1
Laundry Attendant I	Bargaining
	4
Laundry Attendant II	Bargaining
	4
Laundry Attendant III	Bargaining
Laundry Attendant III	Bargaining
Laundry Attendant III	Bargaining
	3
Laundry Supervisor	Bargaining
	1
Linen Room Attendant	Bargaining
Linen Room Attendant	Bargaining
Linen Room Attendant	Bargaining
	3
Maintenance 2nd Class	Bargaining
	8
Marketing Manager	Non-Bargaining
	1
Nail Technician	Non-Bargaining
Nail Technician	Non-Bargaining
	2
Night Server	Bargaining
	1

Office Manager	Non-Bargaining
1	
Operations Accountant	Non-Bargaining
1	
Order Taker	Bargaining
Order Taker	Bargaining
Order Taker	Bargaining
3	
Overnight Hotel Operations Manager	Non-Bargaining
1	
Pantry	Bargaining
10	
Pastry Cook	Bargaining
5	
Payroll Manager	Non-Bargaining
1	
Pool & Fitness Manager	Non-Bargaining
1	
Pool Attendant	Bargaining
10	
Porter	Bargaining



	6	
Senior Guest Services Manager		Non-Bargaining
	1	
Service Assistant		Bargaining
	1	
Sous Chef		Non-Bargaining
Sous Chef		Non-Bargaining
Sous Chef		Non-Bargaining
	3	
Spa Receptionist		Non-Bargaining
Spa Receptionist		Non-Bargaining
	2	
Spa Supervisor		Non-Bargaining
	1	
Sr. Marketing Manager		Non-Bargaining
	1	
Staff Accountant		Non-Bargaining
	1	
Storekeeper		Bargaining
	5	
Telephone Operator		Bargaining
	6	
Therapist		Non-Bargaining
	10	
Travel Industry Sales Manager		Non-Bargaining
	1	
Utility Steward		Bargaining
Utility Steward		Bargaining
Utility Steward		Bargaining





Waithelp	Bargaining
76	
Working Supervisor	Bargaining
Working Supervisor	Bargaining
Working Supervisor	Bargaining
3	



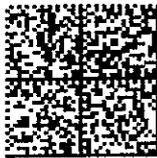
THE KAHALA

HOTEL & RESORT

Honolulu, Hawaii

Director

State Department of Labor  
820 Punchbowl Street, Room 321  
Honolulu, HI 96812



U.S. POSTAGE >> PITNEY BOWES



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