

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 AUG 24 PM 12: 00

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: Irby Morvant, General Manager

DATE: August 19, 2020

VIA: U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation (“Hyatt”) with respect to the Hyatt Regency Waikiki (the “Hotel”), at 2424 Kalakaua Avenue, Honolulu, HI 96815. This is an amendment to the WARN notice previously sent to your Agency.

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 and recent surge of confirmed infections, extensions of various government mandates and “mass gathering” orders, cancellation of conferences and events, and the prolonged decline in domestic and international 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 and layoffs 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. This is a partial closure; not all employees at the Hotel will be impacted.

The affected employees at the Hotel are not represented by any union and do not have any bumping rights.

Enclosed is a listing of the job titles of the positions affected and the number of affected employees in each job classification.

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 808-237-6100 or Irby.Morvant@Hyatt.com if you have any questions about this notice.

A handwritten signature in black ink, appearing to read 'Irby Morvant', with a stylized flourish at the end.

Irby Morvant
General Manager

Attachment A – Employees Affected by Permanent Separations

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	SEPARATION DATE(S)
Assistant Director of Finance	1	August 15, 2020
Event Services Manager	1	August 15, 2020
Rooms Manager	1	August 15, 2020
Purchasing Director	1	August 15, 2020
Marketing Manager	1	August 15, 2020
Sales Manager-Group	1	August 15, 2020
Sr Sales Manager-Transient	1	August 15, 2020
Outlets Director	1	August 15, 2020
Assistant Guest Services Mgr	1	August 15, 2020
Assistant Front Office Mgr	1	August 15, 2020
Assistant Exec Housekeeper	1	August 15, 2020
Assistant FS Rest Manager	1	August 15, 2020
Information Technology Analyst	1	August 15, 2020
Health Club/Spa Lead	1	August 15, 2020
Spa Attendant	1	August 15, 2020
Spa Reception Agent	3	August 15, 2020
Security Officer	1	August 15, 2020