



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 SEP -3 PM 12: 04

September 1, 2020

The Honorable Harry Kim
Mayor, City and County of Hawai'i
25 Aupuni Street
Hilo, HI 96720

Ms. Anne E. Perreira-Eustaquio
Acting Director
Department of Labor and Industrial Relations
830 Punchbowl Street
Room 321
Honolulu, HI 96813

Dear Mayor Kim and Acting Director Perreira-Eustaquio:

This letter is in follow up to our previous notification on May 1, 2020. As noted in our prior notification, due to the rapidly-changing and unforeseen business circumstances that have resulted from the COVID-19 pandemic, The Westin Hapuna Beach Resort and the Mauna Kea Beach Hotel, both part of the Mauna Kea Resort located at 62-100 Mauna Kea Beach Drive, Waimea, Hawaii 96743, temporarily suspended operations as of March 28, 2020. All staff at The Westin Hapuna Beach Resort were reinstated on April 24, 2020 and remained on payroll until June 15, 2020, at which time staff were temporarily furloughed again, due to further unforeseen business circumstances, including the extension of the government mandated trans-Pacific traveler 14-day quarantine, "shelter-in-place", and "mass gathering" orders.

We anticipated at the time of the closure and furloughs that the hotel closures would be temporary, as the initial government "stay-at-home", travel prohibition, mandatory self-quarantine periods for travelers, closures of restaurants and non-essential businesses were set to expire after a short period of time. However, since then, government orders restricting travel and business operations have been expanded and extended multiple times. As a business that relies heavily on global travelers and large events, these continued restrictions have led to sudden and severe revenue losses.

Furthermore, it is now apparent that the State of Hawaii has no clear timeline for reopening plans, making it likely that our operations will remain limited or shut down for some time due to the government restrictions and other reasons beyond our control. Based on information that is currently available, it is possible that the temporary furloughs of employees will last longer than six months. We continue to remain optimistic that we will be able to reopen



and bring employees back to work. However, we are uncertain given the rapidly-changing situation how our circumstances will continue to evolve.

The majority of the hourly employees, who work at The Westin Hapuna Beach Resort and Mauna Kea Beach Hotel are represented by the ILWU Local 142, AFL-CIO (the "Union"). Donna Domingo is the President of the Union and her mailing address is 451 Atkinson Drive, Honolulu, Hawaii, 96814. Eligible employees may have bumping rights.

To the extent the Hotel's actions in response to the COVID-19 emergency trigger the Worker Adjustment and Retraining Notification (WARN) Act or similar law, this letter is intended to keep you informed and to be consistent with WARN and other applicable laws.

If you have any questions, you may contact me at 808-944-3246 or a.ahakuelo@princehawaii.com.

Very truly yours,

A handwritten signature in black ink, appearing to read "Anisah", written in a cursive style.

Anisah Ahakuelo
Corporate Director of Human Resources

Prince Resorts Hawaii
100 Holomouana St.
Honolulu, HI 96815

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