



DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

2020 SEP 21 PM 12:46

September 18, 2020

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

Re: Extension of Temporary Layoffs; WARN Notice

Director Perreira-Eustaquio:

This letter follows-up on our prior correspondence dated March 26, 2020, wherein we notified the Hawaii State Department of Labor and Industrial Relations ("DLIR") of our plans to temporarily suspend operations and conduct temporary layoffs at all of our properties in the State of Hawaii due to the impact of COVID-19 on the hospitality industry. At that time, we anticipated the closure and layoffs to last up to 90 days. Nevertheless, although we felt it was unlikely at the time, we also noted that there was a possibility the layoffs could last for more than six (6) months. Therefore, we provided the DLIR and our employees with a conditional WARN notice, just in case the closure and layoffs last longer than expected.

Over the past five (5) months, the impact of COVID-19 on our state's economy has been nothing short of unpredictable. During that time, we have received numerous orders from state and county officials that implemented a wide variety of restrictions, including but not limited to travel bans, stay-at-home orders, mandatory quarantines for travelers, business shutdowns, bans against social gathering, and even closures of parks and beaches. Additionally, such orders and restrictions have been expanded, lifted, re-implemented, extended, and revised on multiple occasions. Most recently, the City and County of Honolulu extended the current stay-at-home and work-from-home order for another two (2) weeks.

During this period of uncertainty, the hospitality industry has been waiting for guidance on when it will be able to reopen to tourism. This week, the state announced that, effective October 15, 2020, travelers may enter the state without being subject to a mandatory quarantine if they have a negative COVID-19 test within 72 hours of arrival. While this was welcome news, the ramp-up will take time and it is still unclear how the new testing requirements will impact the tourism industry in Hawaii. As a result, it is likely that the majority of temporary layoffs we conducted back in March and April 2020 will last for more than six months from onset. Approximately 850 employees will be affected; we still expect these closures and layoffs to be temporary.

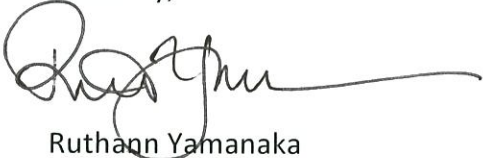
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In light of the ever-changing set of government regulations noted above and the immense amount of uncertainty we are currently facing during this time of COVID-19, we have given this notice as soon as practicable under the circumstances. Accordingly, we submit this letter under 29 U.S.C. § 2102(b) and 20 C.F.R. § 639.9, which allow for less than 60-days' notice to be provided in cases of unforeseeable business circumstances. To the extent necessary, this notice is provided under both the Worker Adjustment and Retraining Notification ("WARN") Act and Hawaii's Dislocated Workers' Act.

Finally, all our properties are non-union, except for the Napili Shores Maui by Outrigger, which is represented by the International Longshore and Warehouse Union, Local 142. Donna Domingo is the President of the ILWU, Local 142, and her mailing address is 451 Atkinson Drive, Honolulu, HI 96814. Bumping rights, if any, will be governed by applicable collective bargaining agreement.

Should you have any questions or require further information regarding this matter, please contact Ruthann Yamanaka at (808) 921-6950 or email at [ruthann.yamanaka@outrigger.com](mailto:ruthann.yamanaka@outrigger.com). Our business address is 2375 Kuhio Ave, Honolulu, HI 96815.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ruthann Yamanaka', with a long horizontal flourish extending to the right.

Ruthann Yamanaka  
Sr. Vice President, Chief People Officer

cc: Mayors' Offices for the  
Counties of Honolulu,  
Hawaii, Kauai and Maui.



2375 Kūhiō Avenue  
Honolulu, Hawaii 96815

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