



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

October 7, 2020

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

Re: YMCA of Honolulu – WARN Notice

2020 OCT 14 AM 7:55  
DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

To Ms. Anne Perreira-Eustaquio:

In accordance with the requirements of the Worker Adjustment and Retraining Notification Act ("WARN") this letter serves to notify the Hawaii State Department of Labor and Industrial Relations ("DLIR") that the YMCA of Honolulu (the "Company") will be conducting a layoff of employees that are employed among the 8 branches and 1 office located on Oahu.

As required under WARN the following information is being provided:

1. The YMCA of Honolulu is located at 1441 Pali Hwy. Honolulu, HI 96813
2. The name and phone number of the Company official to contact for further information is CharlAnn Nakamoto, Director of Human Resources, (808) 541-5487.
3. Employment sites where layoffs may occur include: Atherton YMCA, Camp Erdman, Kaimuki YMCA, Kalihi YMCA, Leeward YMCA, Mililani YMCA, Nuuanu YMCA, Windward YMCA and the Metro Offices.
4. By March 28, 2020 when the COVID-19 virus initially broke out resulting in branches being closed and our normal programs suspended, the majority of employees were placed on a temporary furlough with hopes that the organization would be able to return to normal business operations and staffing within 3 months. The YMCA employed a total of 1,280 employees in January 2020. By May 2020, we placed approximately 1,101 employees on a temporary furlough. During the months thereafter, the YMCA recalled about 300 employees and was able to continue to serve and strengthen our communities by providing: lunches to families with school age children, child care for essential workers, a centralized collection & distribution site for personal protection equipment (PPE), virtual counseling services for teens and more. During the months of June through August, additional furloughed employees were able to return to work with the reopening of our pools and



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workout facilities. However, when the second shut down of facilities occurred in late August, many employees were returned to furlough status. For the months of September & October, the YMCA was able to recall some of its staff to active employment by providing: virtual exercise classes, pool & outdoor exercise areas, learning centers for children, virtual counseling services and volunteer & internship programs for college students. We anticipate that our active and furlough staff head counts will continue to fluctuate throughout the months ahead depending upon the types of services & programs we will be allowed to provide and depending upon the funds we receive during these challenging times.

5. At this time, the company does not anticipate closing any of its branch locations permanently. However due to the uncertain business demands and financial strains, the company will be implementing some permanent layoffs beginning soon over the next couple of months.
6. All affected employees will receive individual notices and expect to be notified by November 1, 2020.
7. Job titles of affected positions and the number of affected employees in each job will be forthcoming in a separate letter.
8. Employees are not represented by a bargaining unit.
9. Affected employees do not have bumping rights.

In addition to this on again, off again furlough situation mentioned above, the YMCA has been waiting on the decision from the Department of Education on children returning to the classroom. This will impact the YMCA's opportunity to resume offering before & after school childcare programs which provides a substantial amount of work opportunity for our currently furloughed staff. The Company will strive to provide as much notice as possible when implementing any layoff.

Please contact me at (808) 541-5487 if you have any questions.

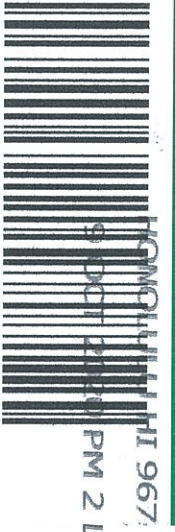
Sincerely,

CharlAnn Nakamoto  
Director of Human Resources



YMCA OF HONOLULU  
1441 Pali Highway, Honolulu HI 96813

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