

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 DEC 18 AM 11:27

TO: Director, State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
Fax: (808) 586-9099

Mayor Derek S. K. Kawakami, Kaua'i County
4444 Rice Street, Suite 235
Lihue, HI 96766
Email: mayor@kauai.gov

FROM: Dan King, General Manager

DATE: December 10, 2020

VIA: Electronic Mail and U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation ("Hyatt") with respect to the GRAND HYATT KAUAI RESORT & SPA (the "Hotel"), at 1571 Poipu Road, Koloa, HI 96756, USA.

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. We were hopeful that these restrictions and associated loss in revenue would be temporary. Previously, the hotel suspended operations from March 2020 through October 31, 2020, and we re-opened to guests beginning November 1, 2020.

Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread and recent surge of the virus, extensions and renewals of various government restrictions, cancellation of conferences and events, and significant decline in travel, all of which have resulted in the sudden and unexpected impact on our business. While there were encouraging signs that our economy could 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 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 hotel in a new operating environment. As such, beginning December 7, 2020, we will have to re-suspend our operations at the hotel as a result of the pandemic.

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 place some employees back on furlough status, effective December 7, 2020. The duration of the furloughs is indefinite and may exceed six months. Employees on furlough status may be offered sporadic on-call work or reduced work schedules during the course of their furlough. Employees who perform such sporadic or reduced hours work will continue to be considered on furlough status until they receive a written notice from the Hotel informing them that they are being recalled back to their full permanent position and capacity. Thus, unless we notify employees in writing that they have officially been removed from furlough status, any work hours that we are able to offer them does not alter the terms of this notice.

This is a full closure; almost all employees at the hotel have been impacted. Enclosed is a listing of the job titles of positions affected and the number of affected employees in each job classification.

Some of the affected employees are represented by the following local and international union:

Donna Domingo, President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION Local 142
451 Atkinson Drive
Honolulu, HI 96814

William E. Adams, International President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION
1188 Franklin Street, 4th Floor
San Francisco, CA 94109-6800

Any bumping rights available to bargaining unit members will be governed by the applicable collective bargaining agreement provisions. There are no bumping rights for non-bargaining unit employees.

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 808.742.1234 or dan.king@hyatt.com if you have any questions about this notice.



Dan King
General Manager
Grand Hyatt Kauai Resort & Spa

Attachment A – Employees Affected by Furloughs and Reduced Hours

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED
Butcher	1
Cook 1	8
Cook 2	7
Cook 3	6
Baker 1	1
Baker 2	3
Baker 3	2
Pantry 1	1
Pantry 2	9
Sushi 2	4
Wildlife Attendant	1
Maintenance 3	4
Maintenance 4	1
Cashier	11
Bar Porter	6
Bartender	15
Server	46
Food Runner	11
Greeter	11
Buffet Attendant	4
Deli Attendant	5
Beverage Cart Attendant	1
Busser	15
Recreation Attendant	9
Steward	25

Administrative Assistant	3
Business Center Supervisor	1
Hair Stylist	3
Massage Therapist	6
Spa Attendant	2
Spa Reception Agent	4
Spa Coordinator	1
Front Office Host	9
Rooms Control Clerk	5
Room Attendant	26
House Attendant	9
Machinist	12
Storekeeper	4
Lobby Porter	16
Guest Request Runner	6
Laundry Attendant	7
Washer	3
Sorter	2
Seamstress	1
Laundry Lead	2
Uniform Attendant	3
Laundry Valet Attendant	4
Laundry Runner	3
Operator	2
Bell Captain	1
Bell Clerk	3
Bell Attendant	9
Door Attendant	2
Valet Clerk	2

Valet Attendant	7
Resort Driver	1
Recreation Manager	1
Restaurant Manager	3
Assistant F&B Manager	2
Stewarding Manager	1
Assistant Stewarding Manager	1
Assistant F&B Director	1
Chef de Cuisine	1
Sushi Chef	1
Sous Chef	2
Executive Sous Chef	1
Assistant Executive Housekeeper	1
Guest Service Manager	1
Spa Assistant Manager	1
Laundry Manager	1
Assistant Front Office Manager	2
Guest Experience Manager	1
Assistant Director of Rooms	1
HR Manager	1
HR Coordinator	1
Local Culture Manager	1



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