

**FAIRMONT ORCHID**

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July 23, 2020  
808-586-8822

Workforce Development Division  
830 Punchbowl Street, Room #329  
Honolulu, HI 96813

Re: Federal WARN ACT

Dear To whom it may concern:

The federal, state and county governments have elected drastic containment measures to protect our community from the COVID-19 pandemic. Unfortunately, those measures have adversely affected tourism. Who knows when the virus will abate or how soon visitors will return?

While we hoped that the March 29, 2020 furlough would be temporary, the most recent orders guarantee the furlough will last longer than six months. Thus, the Fairmont Orchid, Hawai'i, located at One North Kaniku Drive, Kohala Coast Hawaii, may not be able to resume normal operations or restore employment as hoped. Please note that bumping rights do not exist for any non-bargaining unit positions but do exist for bargaining unit positions. While we do not believe we need to comply with the WARN Act, we are doing so as a precautionary measure.

Over time, we believe visitors will return. We will then have the opportunity to resume employment and to reconnect with our guests. Until then, employees will be recalled as business levels are rebuilt.

Exhibit "A" contains a listing of the job titles of each impacted classification and the number of employees in each job classification. The lists are separated between non-bargaining and bargaining unit employees. Bargaining unit employees are represented by the ILWU, Local 142.

If you have any questions or need further information, please do not hesitate to contact Doreen DeSilva, Director of Talent and Culture at (808) 345-6146.

Sincerely,  
The Fairmont Orchid Hotel

  
Charles Head  
General Manager

Enclosure: Lists of Bargaining and Non-Bargaining Unit Positions