



Eric W. Gill, Financial Secretary-Treasurer

Gemma G. Weinstein, President

Godfrey Maeshiro, Senior Vice-President

March 17, 2020

RE: Proposals: Impact of Coronavirus

Dear Employer:

Many workers are currently without work as global travel has been increasingly curtailed due to public health concerns, and more layoffs are expected. As an industry, we have an urgent need to deal with both the public health crisis and the resulting unemployment crisis facing our members. These two simultaneous shocks to our members must be addressed comprehensively.

Employers must ensure continuing medical coverage:

Unemployed workers cannot be allowed to lapse in medical coverage in the midst of a global epidemic. For the health of workers and their families, and to safeguard the health of the community, Local 5 calls upon all of our employers to ensure the continuation of health and welfare coverage for all workers.

Employers must allow workers' access to sick leave

Workers who are ill must not be disciplined for utilizing sick leave. Public health should not be endangered by workers reporting to work while sick. Laid off workers need to be able to access their accrued sick leave.

Extraordinary cleaning and sanitizing measures need to be taken

Visitor and worker health should be safeguarded through enhanced cleaning and sanitizing activities, and to ensure guest confidence when travel resumes. Guest rooms and public areas should be deep cleaned and disinfected more often, restaurants and kitchens should be restored to top cleanliness, and ducts, vents and air circulation systems should be cleaned.

Contract rights and provisions must be respected

A downturn in business is no valid excuse to attack workers' contract rights. Local 5 has not agreed to suspend, amend or ignore any provisions of our labor agreement. Any employer wishing to propose provisional and temporary amendments to any contract provision must bargain with the union, as the contract and law require. In the absence of an agreement, the union will grieve contract violations.

Local 5 proposes to ally with employers to secure necessary public support

Unemployment benefits will need to be extended for laid off workers, foreclosures and evictions must be prevented, and public resources should be provided to assist employers in maintaining medical benefits for laid off workers.

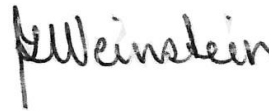
During these difficult times, we should all cooperate in taking necessary measures to protect ourselves, our jobs and the public health. By taking a disciplined, practical and determined approach to this health crisis now, Hawaii's visitor industry can rebound and return quickly to prosperity when the global pandemic subsides.

We propose that the Hotel and the Union promptly schedule bargaining to address the general issues listed above as well as issues particular to your property.

Sincerely,



Eric Gill
Financial Secretary-Treasurer
UNITE HERE Local 5



Gemma Weinstein
President
UNITE HERE Local 5