



RECEIVED

By Jan Kusakabe at 10:53 am, Aug 12, 2020

August 11, 2020

David Morihara
WOIA Specialist
Statewide Rapid Response Coordinator Workforce Development Council
830 Punchbowl Street, Room 417
Honolulu, HI 98613
(808)586-9283
david.m.morihara@hawaii.gov

RE: **WARN Notice**

Dear David Morihara, WOIA Specialist:

Beginning in March 2020, HMSHost began furloughing associates due to the unforeseen business circumstances related to the sudden and drastic decline in business related to effects of the coronavirus/COVID-19 natural disaster (“COVID-19”). To date, HMSHost continues to see an unprecedented decline in traffic in airports and on the motorways. The COVID-19 pandemic has devastated the travel and restaurant industries and, unfortunately, HMSHost sits at the crossroads of both. Never in the history of aviation and the hospitality industry, have we experienced such catastrophic customer traffic declines.

While it is our desire to see our airport and motorway traffic return and bring back all our valued associates, and while we reasonably believed this would be possible by summer, the unfortunate (and in March unforeseeable) reality is that it is going to take a significant period for our business to recover. Like many businesses in our industry, this reality requires HMSHost to make very difficult decisions, one of which is informing our associates at Daniel K. Inouye International Airport, HMSHost #756/Acctg. Dept/HR Honolulu. HI 96819 who were furloughed on a temporary basis that their temporary furlough will be converted to a permanent layoff on October 15, 2020 if they have not been recalled by October 15, 2020

Please find attached a list of job titles to be affected and the number of affected associates in each job title. Many of the associates are represented by:

Affected employees are represented by Unite HERE Local 5, Eric Gill, Secretary-Treasurer, is the chief elected official of the union. The union’s address is 1516 South King Street, Honolulu, HI 96826.

Affected employees who are covered by a collective bargaining agreement may have bumping rights. Affected employees who are not covered by a collective bargaining agreement have no bumping rights.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any similar state or local laws. For further information or assistance, please contact Verdene Allen, Field HR Business Partner at (808) 824-3904.

Sincerely,

Angelina Preston

Angelina Preston
Regional Asst. HR Director

Affected Job Titles	Number of Affected Associates
Accounting Specialist I	1
Asst. F&B Operations Manager	4
F&B Operations Manager	18
Sr. F&B Operations Manager	2
Shift Supervisor	1
Starbucks Asst Operations Manager	9
Starbucks Operations Manager	5
HR Field Generalist	1
HR Coordinator	1
Cash Recycler Support Specialist	1
Maintenance	2
Barista	76
Bartender	31
Server	102
Cashier	43
Cook	19
Cook-Lead	11
Crew Member	5
Fast Food Attendant	30
Grill/Fry Cook	31
Lead	7
Pantry/Pantry Asst	13
Snack Bar Attendant	25
Station Attendant	4
Sushi Cook	5
Utility	49
Warehouse Clerk	6
Baker	1
Host/Hostess	1
Pantry/Food Prep	1