



March 19, 2020

VIA OVERNIGHT MAIL

Daniel K Inouye International Airport

Scott Murakami, Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

2020 MAR 23 AM 11:55
DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

RE: WARN Notice

Dear Director Murakami,

The purpose of this letter is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass furlough at its operations at Maui Airport, 1 Kahului Airport Rd Kahului, HI 96732. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that approximately 123 associates will be placed on furlough between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass furlough to be temporary.

Please see enclosed a list of affected associates and the number of affected associates in each job title.

In addition, the majority of the individuals are represented by:

UNITE H.E.R.E. Local 5

Eric Gill
Secretary-Treasurer
1516 South King Street
Honolulu, HI 96826

Please note bumping rights do exist, for most of the above positions, for layoffs that are sixty (60) days or longer.

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 state or local WARN Act, if applicable. For further information or assistance, please contact Verdene Allen, HR Business Partner at 808-824-3904.

Sincerely,

Verdene Allen
HR Business Partner

Attachment: Associate WARN Notice
List of Affected Associates



Daniel K Inouye International Airport

TO: HMSHost Associate

FROM: Verdene Allen – HR Business Partner

DATE: March 19, 2020

RE: LAYOFF NOTIFICATION

The purpose of this notice is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass layoff at its operations at the Maui Airport, 1 Kahului Airport Rd Kahului, HI 96732. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that you, along with approximately 123 other associates will be placed on layoff between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass layoff to be temporary. Please note bumping rights do exist for most of the above positions should the layoff last sixty (60) days or longer.

Please make sure your contact information is up to date so we will be able to contact you when we are able to recall associates. Please see the attached **Layoff Transition Letter** for more information.

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 state or local WARN Act, if applicable. For further information or assistance, please contact Verdene Allen, HR Business Partner at 808-824-3904.

FedEx Package
Express **US Airbill**

FedEx Tracking Number **8043 1970 4432**

DIRECTOR'S OFFICE

1 From

Date **3/20/2020**

Sender's Name **Worklene Allen**

Phone **808-836-2566**
2020 MAR 23 AM 11:56

Company **HMSHOST**

Address **300 RODGERS BLVD**

City **HONOLULU**

State **HI** ZIP **96819-1890**

2 Your Internal Billing Reference

3 To

Recipients Name **Scott Nuvakani** Phone **808-596-0970**

Company **State Department of Labor & Industrial Relations**

Address **800 Punchbowl Street** Dept./Room/Division **DM 501**

Address We cannot deliver to PO boxes or P.O. ZIP codes. **HOLD Weekday** **HOLD Saturday**

City **Honolulu** State **HI** ZIP **96813**

0113346260



8043 1970 4432

Form No. **0215**

Recipient's Copy

4 Express Package Service

Note: Service order has changed. Please select carefully.

Next Business Day

- FedEx First Overnight**
Earliest next business morning delivery to select locations. Friday shipments will be delivered on Monday unless SATURDAY Delivery is selected.
- FedEx Priority Overnight**
Next business morning. * FedEx shipments will be delivered on Monday unless SATURDAY Delivery is selected.
- FedEx Standard Overnight**
Next business afternoon. * Saturday Delivery NOT available.

2 or 3 Business Days

- FedEx 2Day AM**
Second business morning. * Saturday Delivery NOT available.
- FedEx 2Day**
Second business afternoon. * Thursday shipments will be delivered on Monday unless SATURDAY Delivery is selected.
- FedEx Express Saver**
Third business day. * Saturday Delivery NOT available.

Packages up to 50 lbs. For packages over 50 lbs., use the FedEx Express Freight US Airbill.

5 Packaging

- FedEx Envelope***
- FedEx Pak***
- FedEx Box**
- FedEx Tube**
- Other**

6 Special Handling and Delivery Signature Options

- SATURDAY Delivery**
NOT available for FedEx Standard Overnight, FedEx 2Day AM, or FedEx Express Saver.
 - No Signature Required**
Package may be left without obtaining a signature for delivery.
 - Direct Signature**
Someone at recipient's address may sign for delivery. Fee applies.
 - Indirect Signature**
Someone at neighbor's address may sign for delivery. For residential deliveries only. Fee applies.
- Does this shipment contain dangerous goods?
 No **Yes** (As per attached Shipper's Declaration)
 Yes (Shipper's Declaration per required) **Dry Ice** (In 185) **Cargo Aircraft Only**

7 Payment Method

- Sender's Account No. Recipient Third Party Credit Card Cash/Check
- Total Packages Total Weight lbs.
- Your liability is limited to US\$100 unless you declare a higher value. See the current FedEx Service Guide for details.