



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 MAR 30 PM 3: 55

March 25, 2020

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

Re: Turtle Bay Resort WARN/Dislocated Worker Act Notice

Dear Mr. Murakami,

Please take notice that we are providing notice of an immediate furlough of employees at Turtle Bay Resort in response to the coronavirus pandemic.

1. **Name and Address of Employer and Employment Site where layoffs will occur:**
Turtle Bay Resort, 57-091 Kamehameha Highway, Kahuku, HI 96731
2. **Planned Action:** We will comply with the Governor's Second Supplementary Proclamation and the Mayor's Emergency Order No. 2020-2 by putting employees on furlough. We do not expect these furloughs to be permanent, but we cannot predict how long they may be necessary. Once the emergency passes and we return to our normal occupancy, we will bring the employees back to their customary schedules.
3. **Timing:** The furloughs will start on Thursday, March 26, 2020.
4. **Employees Affected:** Nearly all of the employees who work at the resort will be impacted by these changes. Attached is a list of the job classifications of the employees who will be affected along with the number of employees in each classification.
5. **Bumping Rights:** Employee who are members of union bargaining units have bumping rights pursuant to their collective bargaining agreements.
6. **Unions Representing Affected Employees:** Eric Gill, Financial Secretary-Treasurer, UNITE HERE Local 5, 1516 S. King Street, Honolulu, Hawaii 96826. Donna Domingo, President, ILWU Local 142, 451 Atkinson Drive, Honolulu, Hawaii 96814.
7. **Contact Person for Further Information:** Michele Kimura, Director of Human Resources, Turtle Bay Resort at 808.293.6042 or via email at mkimura@turtlebayresort.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Jerry Gibson".

Jerry Gibson
Vice President

List of Affected Job Classifications

Job Classifications	Number of Employees Affected
Management	53
Hotel Workers – Union	408
Golf Team Members – Union	35
Non-Union Team Members	112
Total Number of Employees to be laid off	608