



DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

2020 APR -1 PM 12: 14

March 27, 2020

State Department of Labor & Industrial Relations Director's Office  
830 Punchbowl Street, Room 321  
Honolulu, Hawaii 96813

To the Director's Office,

Attached to this letter are WARN notices provided to our labor unions today. All of the information we are required to provide to state and local officials (including names and addresses of the affected facilities and the job titles and number of employees affected) is contained in the attached letters. In addition to the information contained on the attached letters, we are notifying you of the following:

The names and addresses of the chief elected officer of each union are shown on the attached letters. The names of the union representatives are: Morrison Luka (UNITE HERE Local 5) and Paris Fernandez (ILWU Local 142).

Bumping rights are established in the collective bargaining agreements with each union.

Let us know if we can provide any additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Florida Antonio', written in a cursive style.

Florida Antonio  
Human Resources Manager

Enclosures



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2020 APR -1 PM 12: 14

March 27, 2020

Erick Gill  
Financial Secretary-Treasurer  
UNITE HERE Local 5  
1516 South King Street  
Honolulu HI 96826-1912

Re: Temporary Layoff; Suspension of Operations; Conditional WARN Notice

Dear Mr. Gill,

Worldwide, the hospitality industry has been impacted in unprecedented ways by novel coronavirus (COVID-19). Government-mandated travel bans and shelter-in-place restrictions have led to massive suspension of flights and cruise ship services. At TEG Hotels, both The Airport Honolulu Hotel and Best Western The Plaza Hotel have witnessed an abrupt drop in demand and it is getting progressively more severe each day. Our hearts are with those who are affected by COVID-19, both the virus itself and the disruption caused to families, communities and livelihoods.

Due to the significant drop in occupancy, we have made the exceptionally difficult decision to temporarily suspend operations of the **Best Western The Plaza Hotel, 3253 N. Nimitz Highway, Honolulu HI 96819** beginning April 1, 2020. All bargaining unit employees will be temporarily laid off at that time.

Unfortunately, the disruption that COVID-19 caused to our industry and the short amount of time within which it occurred was an unforeseeable business circumstance. Therefore, we were unable to provide you with more notice than this letter provides.

We hope to recall employees from layoff status at the earliest possible time. However, we currently anticipate that the layoff could last for up to 90 days, although that time frame could be shortened or lengthened depending on how quickly we can recover from the COVID-19 outbreak. The specific positions and time of recall will be based on business needs at that time which we will constantly be reassessing.

We do not take the financial impact that this dramatic situation is having on our employees lightly. We are committed to providing with as many resources and as much support and information as possible so that they understand what help might be available to them during this time. To assist them:

- Naturally, they will receive pay for hours worked and any vacation or sick submitted for March 16, 2020 thru March 31, 2020

Erick Gill  
UNITE HERE Local 5  
March 27, 2020  
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Employees should reach out to their HR representative or union business agent if they have questions about medical benefits or applying for unemployment benefits.

- Florida Antonio, HR Manager  
Phone No. 808-837-1581

While there is tremendous uncertainty around this situation, we have never been more certain that our TEG hosts have done an exceptional job in continuing to care for our guests, our partners and each other – now and in the future. We are a resilient team in a resilient industry. I am confident that we will work through this situation, together and emerge to continue serving our guests with our distinctive hospitality and continue to care for our valued employees.

We trust that brighter days are ahead.

Sincerely,



Jim Heather  
General Manager

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**Best Western the Plaza Hotel**

<b>JOB TITLES OF IMPACTED EMPLOYEES</b>	<b># OF EMPLOYEES IN EACH TITLE</b>
NIGHT AUDITOR	1
SR COMBO CLERK	11
COMBO CLERK	1
JR COMBO CLERK	1
SR RESERVATION CLERK	3
BELL/DRIVER	5
INSPECTRESS	2
HOUSEKEEPER II	1
HOUSEKEEPER I	36
CASHIER/HOSTESS	1
WAITHELP	4
BANQUET CAPTAIN	1
COOK I	2
UTILITY	1
MAINTENANCE 2ND CLASS	5
<b>Total Union Employees</b>	<b>75</b>



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March 27, 2020

Donna Domingo  
President  
ILWU Local 142  
451 Atkinson Drive  
Honolulu HI 96814

Re: Temporary Layoff; Suspension of Operations; Conditional WARN Notice

Dear Ms. Domingo,

Worldwide, the hospitality industry has been impacted in unprecedented ways by novel coronavirus (COVID-19). Government-mandated travel bans and shelter-in-place restrictions have led to massive suspension of flights and cruise ship services. At TEG Hotels, both The Airport Honolulu Hotel and Best Western The Plaza Hotel have witnessed an abrupt drop in demand and it is getting progressively more severe each day. Our hearts are with those who are affected by COVID-19, both the virus itself and the disruption caused to families, communities and livelihoods.

Due to the significant drop in occupancy, we will implement a temporary layoff for certain job positions at the **Airport Honolulu Hotel, 3401 N. Nimitz Highway, Honolulu HI 96819** effective April 1, 2020. Unfortunately, the disruption that COVID-19 caused to our industry and the short amount of time within which it occurred was an unforeseeable business circumstance. Therefore, we were unable to provide you with more notice than this letter provides.

We hope to recall employees from layoff status at the earliest possible time. However, we currently anticipate that the layoff could last for up to 90 days, although that time frame could be shortened or lengthened depending on how quickly we can recover from the COVID-19 outbreak. The specific positions and time of recall will be based on business needs at that time which we will constantly be reassessing.

We do not take the financial impact that this dramatic situation is having on our employees lightly. We are committed to providing our employees with as many resources and as much support and information as possible so that they understand what help might be available to them during this time. To assist them:

- Naturally, they will receive pay for hours worked and any vacation or sick submitted for March 16, 2020 thru March 31, 2020. In addition, medical benefits are paid and have full coverage through April 2020.
- They may use vacation per week up to a total of 80 hours of available paid vacation during the temporary layoff period.
- They should reach out to their HR representative or union representative if they have questions about medical benefits or about applying for unemployment benefits.

Florida Antonio, HR Manager  
Phone No. 808-837-1581

3253 N. Nimitz Highway, Suite 400, Honolulu Hawaii 96819

Donna Domingo  
ILWU Local 142  
March 27, 2020  
Page 2

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While there is tremendous uncertainty around this situation, we have never been more certain that our TEG employees have done an exceptional job in continuing to care for our guests, our partners and each other – now and in the future. We are a resilient team in a resilient industry. I am confident that we will work through this situation, together and emerge to continue serving our guests with our distinctive hospitality and continue to care for our valued employees.

We trust that brighter days are ahead.

Sincerely,

A handwritten signature in black ink, appearing to read 'JH', with a long horizontal flourish extending to the right.

Jim Heather  
General Manager

Enclosure

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**Airport Honolulu Hotel**

<b>JOB TITLES OF IMPACTED EMPLOYEES</b>	<b># OF EMPLOYEES IN EACH TITLE</b>
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As of June 30, 2006

<b>Job Class</b>	<b>Employment Status</b>
<b>Union Employees</b>	<b>Full Time</b>
NIGHT AUDITOR	1
SR CLERK	12
PBX	3
BELL/DRIVER	10
INSPECTRESS	2
GENERAL HOUSEKEEPER	7
ROOMS HOUSEKEEPER	29
CASHIER/HOSTESS	1
WAITHELP	6
BANQUET CAPTAIN	1
BANQUET PORTER	1
COOK II	8
UTILITY	2
MAINTENANCE 1ST CLASS/SUPERVISOR	1
MAINTENANCE 1ST CLASS	1
MAINTENANCE 2ND CLASS	2
MAINTENANCE HELPER	1
<b>Total Union Employees</b>	<b>88</b>

**TEG Hotels, LLC**

3253 N. Nimitz Highway, Suite 400  
Honolulu, Hawaii 96819

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STATE DEPT OF LABOR & INDUSTRIAL RELATIONS  
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