



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

June 2, 2020

2020 JUN -4 AM 11:08

Director, Mr. Scott Murakami
Hawaii State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
dlir.workforce.council@hawaii.gov

Re: WARN Notice

Dear Mr. Scott Murakami:

This letter is to notify you that Kyo-ya Hotels & Resorts, LP, dba Kyo-ya Company, Ltd, Sheraton Waikiki, The Royal Hawaiian, Sheraton Princess Kaiulani, the Moana Surfrider, a Westin Resort, Central Resources Team, Sheraton Maui, and Marriott International, located at 2605 Kaanapali Parkway Lahaina, Hawaii 96761 has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for **Sheraton Maui Hotel** of the location's **414** employees.

These temporary actions began at the location on March 12, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.



Approximately 363 of the affected employees are represented by the Unite Here – Local 5 Union. Below I have provided contact information for the chief elected union officer:

Ms. Gemma G. Weinstein
President
Unite Here - Local 5
1516 S King Street
Honolulu, Hawaii 96826
808-358-2429
GWeinstein@5.unitehere.org

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Bumping rights (that is, the right to claim another job at the company) may be available to some union-represented employees, based on contract requirements and individual circumstances. Each union representative has been notified of the temporary actions applicable to their members. Non-union employees do not have bumping rights. Each affected non-union employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

For further information, please contact me at 808-931-8492.

Sincerely,

A handwritten signature in black ink, appearing to read "Trevor Bracher", is written over a solid black horizontal line.

Trevor Bracher
Complex Director of Human Resources

Enclosure



Sheraton Maui Hotel

Job Position Title	Headcount per Job Position Title
Accounting Clerk Count	3
Accounting Coordinator Count	1
Accounting Manager Count	1
Administrative Assistant Count	5
Assistant Dir of Front Office Count	1
Assistant Director of Finance Count	1
Assistant Head Steward Count	2
Assistant Manager, IT Count	1
Banquet Porter Count	9
Bar Support Count	4
Cashier/Hosthelp Count	7
Chief Engineer Count	1
Cocktail Waithelp Count	18
Combination Bartender Count	13
Dinner Cook Count	7
Dir Catering/Conv Svcs Count	1
Dir. of Public Relations Count	1
Director of Banquets Count	1
Director of Security Count	1
Director of Services Count	1
Director, Restaurants & Bars Count	1
Executive Admin Assistant Count	1
Executive Housekeeper Count	1
Executive Sous Chef Count	1
Fountain Dispenser Count	4
Front Service Attendant Count	20
Front Service Attendant - SM Count	20
Front Service Clerk Count	4
Function Bartender Count	6
General Cashier / Credit Mgr. Count	1
General Maintenance - KenFixIt Count	18
GSA - Night Count	1
GSA-Day Count	14
Guest Service Manager Count	2
Head Banquet Porter Count	2
Hosthelp Count	4
Housekeeper I - Rms/Night Count	3
Housekeeper I-Gen Cleaners Count	6
Housekeeper II Count	22
Housekeeper I-Rooms/Day Count	58



Sheraton Maui Hotel

Job Position Title	Headcount per Job Position Title
Human Resource Coordinator Count	2
Human Resource Manager Count	1
Lead Cook Count	4
Line Cook Count	12
Maintenance Foreman Count	1
Manager IT Count	1
Meeting & Event Manager Count	2
Outlet Manager Count	3
Pantry Count	5
Pastry Cook - SM Count	3
Property Operations Manager Count	3
Purchasing Manager Count	1
Revenue Manager Count	1
Rooms Coordinator Count	1
Security Officer - Hourly Count	11
Sous Chef Count	1
Storekeeper Count	3
Telephone Operator - Day Count	10
Telephone Operator - Night Count	2
Teppanyaki Cook Count	4
Trainee Count	1
Util-Buffer Food Runner Count	1
Utility Steward Count	21
Waithelp Count	49
Waithelp Captain Count	3
Grand Count	414

Trevor Bracher, HR
2255 Kalakaua Avenue,
Honolulu, HI 96815

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