



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 JUN -4 AM 11:08

June 2, 2020

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 120 Princess Kaiulani Avenue Honolulu, Hawaii 96815 has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for **Sheraton Princess Kaiulani Hotel** of the location's **398** 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 369 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 horizontal line.

Trevor Bracher
Complex Director of Human Resources

Enclosure



Sheraton Princess Kaiulani Hotel

Job Position Title	Headcount Per Job Position Title
A/C Refrigeration Spec Count	3
Accounting Manager Count	1
Administrative Assistant Count	1
Assistant Cook Count	3
Assistant Head Steward Count	1
Asst Baker Count	1
Asst F/O Manager Count	1
Beach and Pool Attendant Count	9
Beach and Pool Captain Count	3
Bellhelp - Day Count	14
Bellhelp - Night Count	1
Breakfast Cook Count	2
Bushelp Count	5
Carpenter Foreman Count	1
Carpenter Journeyman Count	2
Carpenter Locksmith Count	1
Cocktail Waithelp Count	13
Combination Bartender Count	6
Cook Helper Count	1
Credit Manager Count	1
Department Coordinator Count	1
Dinner Cook Count	3
Dir of Human Resources - Units Count	1
Director, Restaurants & Bars Count	1
Door Attendant-non-part/nonVIP Count	4
Electrician Foreman Count	1
Electrician Journeyman Count	3
Executive Admin Assistant Count	1
F/B Cashier Count	7
Front Office Manager Count	1
Front Service Clerk Count	3
Fry Cook Count	3
General Cashier Count	1
General Maintenance - KenFixIt Count	4
Global Personalization Manager Count	1
GSA Working Supervisor Count	3
GSA-Day Count	22
Guest Service Assistant Mgr Count	1
Guest Services Manager Count	4
Head Linen Room Attendant Count	1



Sheraton Princess Kaiulani Hotel

Job Position Title	Headcount Per Job Position Title
Head Pantry Count	1
Head Telephone Operator Count	1
Hosthelp Count	5
Housekeeper I-Gen Clean/Night Count	4
Housekeeper I-Gen Cleaners Count	26
Housekeeper II Count	12
Housekeeper III - Night Count	1
Housekeeper I-Rooms/Day Count	124
Housekeeping Clerk Count	4
Housekeeping Manager Count	4
Human Resources Coord Count	1
Human Resources Manager Count	1
Laborer Count	6
Linen Room Attendant Count	4
Maintenance 1st Class Count	1
Maintenance Foreman Count	1
Manager, Restaurants & Bars Count	3
Mechanic Foreman Count	1
Mechanic Journeyman Count	5
Meeting & Event Manager Count	1
Painter Foreman Count	1
Painter Journeyman Count	6
Pantry Count	2
Plumber Foreman Count	1
Plumber Journeyman Count	3
Sales Coordinator Count	1
Seamstress Count	1
Second Cook Count	1
Senior Storekeeper Count	1
Sous Chef Count	1
Sr. Global Personalization Mgr Count	1
Telephone Operator - Day Count	11
Telephone Operator - Night Count	1
Util-Buffer Food Runner Count	2
Utility Steward Count	8
Utility Steward - Night Count	2
Waithelp Count	12
Working Bell Captain Count	1
Grand Count	398

Trevor Bracher, HR
2255 Kalakaua Avenue
Honolulu, HI 96815

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