

7.21.20

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 SEP 21 PM 12:47



United Laundry Services, LLC

2291 Alahao Place
Honolulu, HI 96819

September 21, 2020

VIA CERTIFIED MAIL AND EMAIL

State of Hawaii - Department of Labor and Industrial Relations
Princess Ruth Ke'elikolani Building
Attn: Ms. Anne E. Perreira-Eustaquio, Acting Director
830 Punchbowl Street, Room 321
Honolulu, HI 96813.
Email: dlir.director@hawaii.gov
Phone: (808) 586-8844

Re: United Laundry Services, LLC - WARN Act Notice

To Ms. Perreira-Eustaquio:

In accordance with the requirements of the Worker Adjustment and Retraining Notification Act ("WARN") and its accompanying regulations, please be advised that United Laundry Services, LLC (the "Company") is conducting a layoff of employees employed at 2291 Alahao Place, Honolulu, HI 96819 (the "Facility").

The following information is being provided as required under WARN:

1. The name and telephone number of the Company official to contact for further information is Ms. Paulette Tomita, Sr. Director of Human Resources, (808) 380-7458.
2. Due to a declaration of a national and public health emergency, the federal, state and localized governments and their respective departments, implemented certain restrictions that affected our business operations because of the Coronavirus pandemic. As a result, employees were temporarily furloughed on or around March 26, 2020. At that time, the expectation was that this furloughed status would be of a short duration, not to exceed six (6) months. However, this natural disaster, additional and subsequent governmental restrictions placed on the Company, and the concomitant economic conditions resulting therefrom, have resulted in an unforeseen and unpredictable loss of liquidity, revenue,

and the ability to fully operate resulting in the decision to permanently layoff certain employees. The Company fully intends to resume operations once it is deemed to be prudent to do so under prevailing governmental restrictions and economic conditions.

3. This is not a plant closure, but a mass layoff, effective September 21, 2020. The layoffs are expected to last longer than six (6) months or be permanent.
4. Affected employees may have bumping rights depending on whether they are part of a collective bargaining unit and, further, depending on the terms of the applicable collective bargaining agreement.
5. Enclosed is a list of the job titles of the positions affected and the number of employees to be affected within each job classification.
6. All affected employees are being notified of the layoffs via either individual notice or notice to their collective bargaining representative.
7. Employees are not represented by a bargaining unit.
8. Because the Coronavirus pandemic was not reasonably foreseeable, is a natural disaster outside the Company's control, and is expanding rapidly thereby requiring the Company to make this decision on short notice, the Company is providing this notice with as much notice as possible under these unique circumstances. This situation is evolving, and we are doing our best to balance the needs and safety of our employees, our customers and vendors, and the public.

If you have any questions or requests for further information, please contact me at the contact information provided above.

Sincerely,



Ms. Paulette Tomita
Sr. Director of Human Resources

Enclosures

United Laundry Services, LLC
2291 Alahao Place
Honolulu, HI 96819

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State of HI-DOL & Industrial Relations
Princess Ruth Ke'elikolani Bldg.
Ms. Anne E. Perreira-Eustaquio, Acting Dir.
830 Punchbowl St., Rm. 321
Honolulu, HI 96813



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