

4-6-20



April 3, 2020

VIA UPS AND EMAIL

Buddy Dyer, Mayor
City Hall
400 South Orange Avenue
Orlando, Florida 32801
Email: buddy.dyer@orlando.gov

Jerry L. Demings, Orange County Mayor
201 S. Rosalind Avenue, 5th floor
Orlando, Florida 32801
Email: mayor@ocfl.net

Statewide Programs Administrator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137
Via email: WARNnotices@deo.myflorida.com

Dear Mayor Dyer, Mayor Demings and Statewide Programs Administrator:

This letter is to inform you that as a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the natural disaster that is the coronavirus (COVID-19) outbreak on our business, Areas USA MCO, LLC will temporarily close its restaurant operations and conduct layoffs at Orlando International Airport, located at 1-Jeff Fuqua Blvd, Orlando, FL 32827. Accordingly, we regret to inform you that employee separations in connection with this action are expected to commence on the 14-day period starting on March 19, 2020.

At this time and based on the information currently available, we anticipate the closure/layoffs will be temporary. We will ensure that affected employees will be paid all earned wages and agreed upon benefits through your last day worked.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly developing events surrounding COVID-19, which is now recognized as a global pandemic, natural disaster, and physical calamity. There are numerous government and health directives impacting our business and making it impossible to continue operations for the time being. The speed and vast impact of the coronavirus outbreak has been unprecedented. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.



Some of the affected employees are represented by Unite Here Local 362. The President of Unite Here Local 362 is Eric Clinton, 1255 La Quinta Drive, Suite 212 Orlando, FL, 32809. There may be bumping rights implicated under the collective bargaining agreement. Affected employees may be eligible for unemployment insurance benefits. Affected employees should contact the state agency responsible for administering unemployment insurance benefits for more information.

We truly regret that these actions are necessary. We deeply appreciate the loyalty of our employees. You may contact George Garcia, Director, People, Talent and Culture at (305) 267-8510, if you have questions or want additional information.

Sincerely,

George Garcia

George Garcia
Director, People, Talent and Culture

Enclosure

Job Title	Number of Employees	Layoff Date
Bartender	9	03/20/2020
Busser	5	03/20/2020
Cashier	6	03/21/2020
Cook 1	12	03/20/2020
Cook 2	13	03/19/2020
Dishwasher	4	03/20/2020
Driver	3	03/21/2020
Lead	4	03/22/2020
Line attendants	6	03/20/2020
Server	40	03/20/2020
Supervisor	1	03/22/2020