

4-3-20



April 2, 2020

VIA UPS AND EMAIL

Carlos A. Gimenez, Mayor
Stephen P. Clark Center
111 N.W. 1st Street, 29th Floor
Miami, Florida 33128
Email: mayor@miamidade.gov

Lester Sola, Director and Chief Executive Officer
Miami-Dade Aviation Department
Miami International Airport
2100 NW 42nd Ave.
Miami, FL 33142

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

Dear Mayor Gimenez, Mr. Sola 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 MIA, LLC will temporarily close its restaurant operations and conduct layoffs at Miami International Airport, located at 2100 NW 42nd Ave., Miami, FL 33142. 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 355. The President of Unite Here Local is Rose Metellus, 871 NW 167th Street, Miami Gardens, FL 33169. 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	10	03/19/2020
Cashier	16	03/19/2020
Cook 1	15	03/19/2020
Cook 2	5	03/20/2020
Host Hostess	3	03/19/2020
Line attendants	41	03/19/2020
Sales Associate	4	03/19/2020
Server	19	03/19/2020
Utility Associate	11	03/19/2020
Warehouse Associate	3	03/19/2020