



June 23, 2020

**Via E-mail and Certified Mail**

Steven K. Gustafson  
State Trade and Rapid Response Coordinator  
Department of Economic Opportunity  
107 E Madison St  
Caldwell Building, MSC G-229  
Tallahassee, FL 32399  
WARNnotices@deo.myflorida.com

Re      Announcement

Dear Mr. Gustafson,

We are sending you this letter to keep you informed regarding the status of the Fontainebleau Hotel located at 4441 Collins Ave, Miami Beach, FL 33140. As you may be aware, beginning in mid-March 30 up to April 1, 2020, in response to unforeseeable business circumstances--including the dramatic downturn in hotel occupancy, events/conventions business, and in-restaurant dining, as well as government-mandated closures, all caused by the coronavirus natural disaster—the Hotel placed 2083 employees at Fontainebleau Hotel on layoff.

At the time these layoffs were announced, it was our hope and plan to return workers to employment as soon as business and occupancy increased, which we anticipated would happen in the weeks or months following the March-April layoffs—certainly well before September. Unfortunately, while we have been able to recall 774 of the laid-off workers to employment to date, restrictions on travel and tourism have continued much longer than anticipated (particularly here in Miami-Dade County), there have been continued, longer-than-anticipated prohibitions on large gatherings, and the hotel's occupancy has remained low, caused by the above and several other factors (e.g., the recent record breaking spike in new COVID-19 cases in Florida – labelling Florida the next epicenter for the coronavirus, further negatively impacting tourist and group travel). Indeed, after recent national media reporting on increased cases, this past week there has been a rapid decline in leisure room night bookings and this weekend alone thousands of group and leisure rooms have been cancelled. As a result, we have concluded we will not be able to return employees to work as soon as we had hoped, and it is now likely that many of the temporary layoffs could extend beyond six months.

While we are still hopeful the layoffs will be temporary, because recent unforeseeable events have made it probable the layoffs will last longer than six months,

F O N T A I N E B L E A U

we have provided our 1309 still laid off workers with a separation notice, effective immediately, either directly or through their Union, Unite HERE, Local 355.

Because of the above factors and the rapid pace and unanticipated way in which this situation has developed, the Hotel is providing as much notice as is possible, after becoming aware the temporary layoffs will likely last longer than six months. These layoffs are not subject to a job bumping system-- that is, employees are not able to displace more junior employees out of their job positions as a result of these temporary layoffs.

If you have any questions or want additional information concerning this matter, please contact me at 305-535-3216.

Sincerely,

A handwritten signature in black ink, appearing to read "Silvia Pereda". The signature is fluid and cursive, with a large initial "S".

---

Silvia Pereda | VP of Human Resources

	NON UNION	UNION	TOTAL NUMBER OF EMPLOYEES AFFECTED
<b>JOB TITLES OF THOSE AFFECTED BY LAYOFF</b>			
ACCOUNTING CLERK	6		6
ACCT RECEIVABLE SUPERVISOR	1		1
ADMIN ASSISTANT	1		1
ADMIN ASSISTANT	4		4
ADMIN ASSISTANT EXEC	1		1
ADMIN ASST EXEC OFFICE	1		1
ADMINISTRATIVE ASSISTANT	1		1
AQUATIC ENGINEER		6	6
ARTISAN BAKER CHEF	1		1
ASSISTANT EXEC PASTRY CHEF	1		1
ASSISTANT EXECUTIVE STEWARD	1		1
ASSISTANT GENERAL MANAGER	1		1
ASSISTANT GENERAL MGR	1		1
ASSISTANT MANAGER	5		5
ASSISTANT SOMMELIER	1		1
ASSISTANT STEWARD	6		6
ASST DIR BANQUETS	2		2
ASST DIR CATERING SALES	1		1
ASST DIR CONVENTION SVCS	1		1
ASST DIR HOUSEKEEPING	1		1
ASST DIR OF MARKETING	1		1
ASST DIR PUBLIC RELATIONS	1		1
ASST DIR REVENUE MGMT	1		1
ASST DIR TRAINING & PERF IMPRO	1		1
ASST DIR WAREHOUSE & RECV	1		1
ASST DIRECTOR OF PURCHASING	1		1
ASST GEN MGR POOL OPERATIONS	1		1
ASST GENERAL MANAGER	2		2
ASST GENERAL MGR	2		2
ASST MANAGER SPA OPERATIONS	1		1
ASST MANAGER SPA SERVICES	1		1
ASST MGR CONCIERGE & VIP SVCS	1		1
ASST MGR RESERVATIONS	1		1
ATTENDANT FITNESS	2		2
ATTENDANT LOCKER ROOM	13		13
ATTENDANT POOL HUT	3		3
ATTENDANT RECREATION	12		12
ATTENDANT WAREHOUSE	5		5
BAGGAGE HANDLER		6	6
BALCONY CLEANER		10	10
BANQUET BAR BACK		6	6
BANQUET BARTENDER		23	23
BANQUET BEVERAGE MGR	1		1

	NON UNION	UNION	TOTAL NUMBER OF EMPLOYEES AFFECTED
BANQUET CASHIER		3	3
BANQUET COFFEE BREAKER		11	11
BANQUET LINEN ATTENDANT		3	3
BANQUET MANAGER	1		1
BANQUET MANAGER ADMINISTRATION	1		1
BANQUET PORTER		72	72
BANQUET SERVER		128	128
BANQUET SERVICE MGR	1		1
BANQUET SETUP ASST MGR	7		7
BAR BACK	18		18
BARTENDER	54		54
BELL CAPTAIN		1	1
BELL DISPATCHER		6	6
BELLPERSON		31	31
BUSSER		31	31
BUSSER	71		71
BUSSER/RUNNER		4	4
BUSSER/RUNNER	12		12
BUYER	4		4
CARPENTER		5	5
CHECKPOINT/INVENTORY TAKER	3		3
CHEF CHOPPER	1		1
CHEF DE CUISINE	8		8
CHEF DE PARTIE		59	59
CHIEF	2		2
CHIEF CONCIERGE	1		1
CLERK INCOME AUDIT	3		3
COCKTAIL SERVER	31		31
COMMIS 1		62	62
COMMIS 2		28	28
CONCIERGE	8		8
CONDO RECREATION ATTENDANT	1		1
CONVENTION SVCS MGR	6		6
COORD CATERING	2		2
COORD CONDO SERVICES	1		1
COORD CONVENTION SVCS	5		5
COORD HSKP OFFICE	3		3
COORD MARKETING	1		1
COORD PUBLIC RELATIONS	1		1
COORD SALES	5		5
COORDINATOR LOCKER ROOM	1		1
COORDINATOR RESERVATIONS	7		7
COORDINATOR VIP SERVICES	5		5
CORP HOSPITALITY PARALEGAL	1		1

	NON UNION	UNION	TOTAL NUMBER OF EMPLOYEES AFFECTED
CREATIVE DIRECTOR/BUYER	1		1
CULINARY INTERN	23		23
DIGITAL MARKETING MANAGER	1		1
DIM SUM CHEF	1		1
DIR CATERING SALES	1		1
DIR INTERNATIONAL SALES	1		1
DIR NATIONAL ACCOUNTS	7		7
DIR OF WAREHOUSE AND RECEIVING	1		1
DIR RISK MANAGEMENT	1		1
DIR SEC NTLIF & SPEC EVENTS	1		1
DIR TRAINING & PERF MGMT	1		1
DIRECTOR OF PURCHASING	1		1
DIRECTOR OF RESERVATIONS	1		1
DISPATCHER	5		5
DOOR PERSON		10	10
DOORPERSON	1		1
DRAPERY ATTENDANT		2	2
ELECTRICIAN 1		2	2
ELECTRICIAN 2		2	2
ESTHETICIAN	7		7
EXEC ADMIN ASST	2		2
EXEC MEETINGS SALES MGR	2		2
EXEC SECRETARY MKTG	1		1
EXECUTIVE BANQUET CHEF	1		1
EXECUTIVE HOUSEKEEPER	2		2
EXECUTIVE SECRETARY	1		1
EXECUTIVE SECRETARY	2		2
EXECUTIVE STEWARD	1		1
EXPEDITOR	2		2
FACILITIES MGR HSKG	1		1
FLOOR SUPERVISOR	26		26
FOOD RUNNER	15		15
FOUNTAIN WORKER	4		4
GENERAL CASHIER	1		1
GENERAL MAINTENANCE		4	4
GENERAL MANAGER	10		10
GENERAL MGR POOL OPERATIONS	1		1
GOURMET COFFEE ATTENDANT	17		17
GROUP BILLING COORDINATOR	6		6
GUEST SERV RESPONSE ATTND		8	8
GUEST SERVICE AGENT	7		7
GUEST SERVICE AGENT	27		27
GUEST SERVICE COORDINATOR	10		10
GUEST SERVICE RESPONSE ATTND		6	6

	NON UNION	UNION	TOTAL NUMBER OF EMPLOYEES AFFECTED
HAIR STYLIST	3		3
HOST/HOSTESS		6	6
HOST/HOSTESS	25		25
HOTEL MANAGER FOH	3		3
HOUSEPERSON		35	35
HSKG LINEN ATTENDANT		18	18
INFRASTRUCTURE TECHNICIAN	3		3
INTERN IT	1		1
INVENTORY AUDIT CLERK	7		7
INVENTORY CONTROL MANAGER	1		1
JUNIOR SOUS CHEF	2		2
JUNIOR SOUS CHEF	1		1
JUNIOR SOUS CHEF	1		1
JUNIOR SOUS CHEF SUSHI	1		1
KITCHEN MECHANIC 1		2	2
KITCHEN WORKER 1		35	35
KITCHEN WORKER 2		70	70
LAUNDRY ATTENDANT		2	2
LAUNDRY ATTENDANT		1	1
LEAD CONDO RECREATION ATTEND	1		1
LEAD HOST/HOSTESS	1		1
LIFEGUARD	1		1
LINEN SUPERVISOR	1		1
LIV AUDIO VISUAL MGR	1		1
MAIL CLERK		3	3
MANAGER	9		9
MANAGER ASSISTANT	1		1
MANAGER ASSISTANT	1		1
MANAGER BANQUET OPERATIONS	7		7
MANAGER BQT OPS SET UP	1		1
MANAGER CONVENTION OPERATIONS	4		4
MANAGER ENGINEERING	2		2
MANAGER FRONT OFFICE	4		4
MANAGER FRONT SERVICE	1		1
MANAGER HOUSEKEEPING	5		5
MANAGER IN TRAINING ROOMS DIV	1		1
MANAGER NIGHT AUDIT	1		1
MANAGER OWNER SERVICE	1		1
MANAGER PUBLIC SPACE	1		1
MANAGER PURCHASING	1		1
MANAGER RECEIVING	1		1
MANAGER RECREATION	3		3
MANAGER RETAIL	5		5
MANAGER SPA	1		1

	NON UNION	UNION	TOTAL NUMBER OF EMPLOYEES AFFECTED
MANAGER SPA & SALON	1		1
MANAGER STOREROOM	1		1
MANAGER TELECOMMUNICATIONS	1		1
MANAGER WARDROBE	1		1
MARKET RESEARCH ANALYST/DELPHI	1		1
MASSAGE THERAPIST	38		38
MASTER SUSHI CHEF	1		1
MECHANIC 1		2	2
MECHANIC 2		2	2
MGR CATERING SALES	2		2
MGR CONCIERGE & VIP SVCS	1		1
MGR HUMAN RESOURCES	1		1
MGR MARKETING	1		1
MGR RESTAURANT	2		2
NAIL TECHNICIAN	3		3
NIGHT AUDITOR	2		2
NIGHT CLUB SECURITY MANAGER	1		1
NT INFRASTRUCTURE TECH	1		1
OFFICE SUPERVISOR	1		1
OPERATIONS COORDINATOR ROOMS	1		1
ORDER TAKER/CASHIER		6	6
OWNER SERVICE CONCIERGE	4		4
PAINTER 1		1	1
PAINTER 2		14	14
PASTA CHEF 1	1		1
PASTA CHEF 2	1		1
PASTRY ARTIST CAKE	1		1
PASTRY CHEF RESTAURANT	1		1
PASTRY CHOCOLATIER	1		1
PLUMBER 1		2	2
PLUMBER 2		1	1
POOL LINEN ATTENDANT		3	3
POS ANALYST	1		1
PRIVATE BAR ATTENDANT		9	9
PRIVATE BAR MANAGER	1		1
PUBLIC AREA ATTENDANT		35	35
RECEIVING CLERK	3		3
REFRIGERATION/AC 2		4	4
RESTAURANT MANAGER	2		2
RESTAURANT SALES MANAGER	2		2
RETAIL RECEIVING CLERK	3		3
RETAIL RECEIVING SUPV	1		1
ROOM ATTENDANT		109	109
ROOM ATTENDANT-CONDO		83	83

	NON UNION	UNION	TOTAL NUMBER OF EMPLOYEES AFFECTED
ROOM INVENTORY CONTROL AGENT	6		6
SALES ASSOCIATE	19		19
SCHEDULER	1		1
SEAMSTRESS		1	1
SECURITY OFFICER	34		34
SECURITY OFFICER 1	5		5
SECURITY OFFICER 1	6		6
SECURITY OFFICER 2	4		4
SECURITY OFFICER 2	7		7
SECURITY OFFICER 3	4		4
SECURITY OFFICER 3	6		6
SECURITY OFFICER ARKADIA	1		1
SECURITY SUPERVISOR	3		3
SENIOR ASSISTANT CONTROLLER	1		1
SENIOR DIRECTOR OF BANQUETS	1		1
SENIOR MANAGER LEISURE SALES	2		2
SENIOR SOUS CHEF	4		4
SERVER		61	61
SERVER	74		74
SERVICE BARTENDER		3	3
SOCIAL MEDIA MANAGER	1		1
SOMMELIER	1		1
SOMMELIER APPRENTICE	2		2
SOMMELIER APPRENTICE	1		1
SOMMELIER LEAD	1		1
SOMMELIER LEAD	1		1
SOUS CHEF	14		14
SOUS CHEF PSTRY SIGNATURE DNG	1		1
SOUS CHEF SENIOR	1		1
SPA CONCIERGE	10		10
SPA GROUP CONCIERGE	1		1
SPECIALIST HR	4		4
SR ASST DIRECTOR HOUSEKEEPING	1		1
SR CONVENTION SVCS MGR	3		3
SR MGR CATERING SALES	1		1
SR SOUS CHEF	1		1
SR SYSTEMS ADMINISTRATOR	1		1
STAFF ACCOUNTANT	2		2
STATIONARY ENGINEER 1		1	1
STATIONARY ENGINEER 2		5	5
STOREROOM CLERK		6	6
SUPERVISOR ACCOUNTING	1		1
SUPERVISOR CALL CENTER	2		2
SUPERVISOR DOCK & TRAFFIC	1		1



	NON UNION	UNION	TOTAL NUMBER OF EMPLOYEES AFFECTED
SUPERVISOR FRONT OFFICE	3		3
SUPERVISOR FRONT SERVICE	3		3
SUPERVISOR INTERNAL MAINT	4		4
SUPERVISOR INVENTORY CONTROL	1		1
SUPERVISOR LEAD	4		4
SUPERVISOR MAILROOM	3		3
SUPERVISOR RECEIVING	1		1
SUPERVISOR RECREATION	1		1
SUPERVISOR RESERVATIONS	1		1
SUPERVISOR RETAIL	2		2
SUPERVISOR RETAIL	1		1
SUPERVISOR VIP SERVICES	1		1
SUPV CONDO SVCS	1		1
SUPV OWNER SERVICES	1		1
SUPV ROOM INVENTORY CONTROL	1		1
SUPV SEC TRAFFIC CONTROL	4		4
SUPV SPA CONCIERGE SVCS	1		1
SUSHI CHEF	1		1
TELECOMMUNICATION TECHNICIAN	2		2
TELEPHONE OPERATOR		8	8
TURNDOWN ATTENDANT		6	6
UTILITY PORTER		9	9
WARDROBE ATTENDANT		5	5
WAREHOUSE ATTENDANT	5		5
WAREHOUSE ATTND LEAD	1		1
WAREHOUSE SUPERVISOR	1		1
WAREHOUSE SUPERVISOR	1		1
WINE VAULT ATTENDANT	1		1
WOK CHEF LEAD	1		1
<b>TOTAL NUMBER OF EMPLOYEES AFFECTED</b>	<b>1006</b>	<b>1077</b>	<b>2083</b>