

TO: Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program, MSC 229
107 E. Madison St.
Tallahassee, FL 32399-4137
Email: WARNnotices@deo.myflorida.com

The Honorable Carlos A. Gimenez
Mayor of Miami-Dade County
Stephen P. Clark Center
111 N.W. 1st Street, 29th Floor
Miami, FL 33128
Email: mayor@miamidade.gov

The Honorable Francis Suarez
Mayor of the City of Miami
City Hall
3500 Pan American Drive
Miami, FL 33133
Email: fsuarez@miamigov.com

FROM: Carlos Cabrera, General Manager

DATE: June 12th, 2020

VIA: Electronic Mail and U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation (“Hyatt”) with respect to the Hyatt Regency Miami (the “Hotel”), at 400 S.E. Second Avenue, Miami, FL 33131.

The COVID-19 pandemic initially prompted numerous restrictions on travel and group meetings that resulted in a drop in our business. As a business that caters to global travelers and hosts large events around the world, this pandemic impacts us immensely. Due to this crisis, employees at the Hotel have been impacted by temporary furloughs, beginning on March 22, 2020.

We were hopeful that the restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus, extensions of various government-mandated “shelter-in-place” and “mass gathering” orders, cancellation of conferences and events, and significant decline in travel, all of which have resulted in the sudden and unexpected effective shutdown of much of our business.

While there are encouraging signs that our economy can begin to reopen in some areas, it has now become clear that the demand for travel, events, and hospitality services will take substantially longer

to resume than previously anticipated. With likely on-going social distancing until a reliable COVID-19 vaccine or treatment becomes available, we cannot predict when our way of doing business will return to “normal.”

With such a significant reduction in our business in a rapidly evolving situation, we have to make painful choices that would have seemed unthinkable just a short time ago. The reality is we need to take further action to support the long-term operation of the company in a completely new operating environment.

We initially anticipated that employee furloughs at the Hotel would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now plan for extended layoffs that may exceed 6 months. While our hope remains that some or all of these layoffs will be temporary and last less than 6 months, we must prepare for longer-term employment losses. This is a partial closure; not all employees at the Hotel will be impacted.

Enclosed is a listing, for each of the employment actions described above, of the job titles of positions to be affected, the number of affected employees in each job classification, and the anticipated schedule of the employment actions.

Some of the affected employees are represented by the following local and international union:

Wendi Walsh
Secretary/Treasurer
UNITEHERE Local 355
871 NW 167 Street
Miami Gardens, FL 33169

Donald R. Taylor, International President
UNITE HERE
275 7th Avenue, 16th Floor
New York, NY 10001-6708

Any bumping rights available to bargaining unit members will be governed by the applicable collective bargaining agreement provisions. There are no bumping rights for non-bargaining unit employees.

We regret that we were not able to provide advance notice of this action. Due to the impacts of COVID-19, we are providing this information at the earliest practicable time based on current business information.

Please contact me at 305-358-1234 or carlos.cabrera@hyatt.com if you have any questions about this notice.

Carlos Cabrera
Area VP & General Manager
HYATT REGENCY MIAMI

Attachment A – Employees Affected by Conversions of Furloughs With Employment Benefits to Temporary Layoffs Without Employment Benefits

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED FURLOUGH DATES
Administrative Assistant	2	June 19, 2020
Assistant Exec Housekeeper	1	June 19, 2020
Assistant FS Rest Manager	2	June 19, 2020
Concierge	2	June 19, 2020
Corporate Management Trainee	1	June 19, 2020
Culinary Supervisor	1	July 1, 2020
Event Concierge	1	June 19, 2020
Event Planning Manager	1	June 19, 2020
Event Services Manager	1	June 19, 2020
Host	3	June 19, 2020
Housekeeping Supervisor	2	June 19, 2020
Inspector	3	June 19, 2020
Intern-Ops (Rms/F&B/Eng)	2	June 19, 2020
Marketing Manager	1	June 19, 2020
Meeting Connections Manager	1	June 19, 2020
Operator	2	June 19, 2020
Pastry Supervisor	1	July 1, 2020
Receiving Clerk	1	June 19, 2020
Reservations - Lead	1	June 19, 2020
Rooms Assistant Manager	1	June 19, 2020
Sales Manager-Group	1	June 19, 2020
Sales Manager-Transient	1	June 19, 2020
Sales Representative	1	June 19, 2020
Security Supervisor	1	June 19, 2020

Senior Event Planning Manager	1	June 19, 2020
Space Revenue Manager	1	June 19, 2020
Stewarding Supervisor	1	June 19, 2020
Storeroom Attendant	1	June 19, 2020

Attachment B – Employees Affected by Extensions of Temporary Furloughs With Employment Benefits

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED
A/R Clerk	1
Administrative Assistant	3
Assistant Engineering Director	1
Asst Event Services Manager	2
Attendant	7
Bar Attendant	1
Bartender	4
Bell Attendant	2
Buffet Attendant	1
Cafeteria Attendant	1
Concierge - Lead	1
Cook 1- Entry	6
Cook 2	6
Event Planning Manager	2
Event Sales Manager	2
Event Services - Lead	1
Front Office - Lead	2
Gnrl Maint Engineer A (Entry)	3
Greeter	1
Host	7
Housekeeping Supervisor	1
Houseperson - Events	6
Houseperson - Housekeeping	5
HR Manager	1
Inspector	1

Laundry Attendant	4
Night Audit Supervisor	1
Outlets Manager	1
Public Areas Attendant	2
Purchasing Director	1
Room Attendant	53
Rooms Manager	1
Runner - F&B	1
Sales Manager-Group	2
Sales Systems Administrator	1
Server Assistant	5
Server-Beverage	4
Server-Events	11
Server-Restaurant	5
Shift Engineer	1
Sous Chef	2
Steward	5
Stewarding Manager	1
Storeroom Attendant	1
Turndown Attendant	1