

Richardson, Vanderlyn

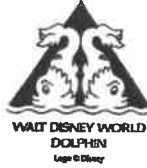
From: Stanton, Donna <Donna.Stanton@swandolphin.com>
Sent: Thursday, September 10, 2020 4:34 PM
To: WARNnotices; Demings, Jerry
Subject: [EXTERNAL] - FW: WARN Notice for the Walt Disney World Swan and Dolphin Resort
Attachments: Walt Disney World Swan and Dolphin WARN Notice 9.10.20.pdf

Good Day,

Please see the attached WARN Notice for the Walt Disney World Swan and Dolphin Resort.

Regards,
Donna Stanton

Donna Stanton | Market Director of Human Resources
Walt Disney World Swan and Dolphin Resort
1500 Epcot Resorts Boulevard | Lake Buena Vista, Florida 32830
P: 407.934.4559 | F: 407.934.4897



September 10, 2020

Steven K. Gustafson
State Trade and Rapid Response Coordinator
warnnotices@deo.myflorida.com

Mayor Jerry L. Demings
Orange County, Florida
mayor@ocfl.net

Dear WARN Act Coordinator:

This letter is to notify you that WHC Payroll Company, doing business as Walt Disney World Swan and Dolphin Resort (the "location"), located at 1200 & 1500 Epcot Resorts Blvd., Lake Buena Vista, Florida 32830, will implement job eliminations starting on November 13, 2020 which will result in employment terminations for 1,136 of the location's employees.

Since the coronavirus/COVID-19 crisis began, the hospitality industry has faced many unprecedented challenges that could not have been foreseen. The crisis's impact on the industry has been historic, swift and devastating. A careful review of business forecasts shows that challenging business conditions, including historically low hotel occupancy and mounting event cancellations, will extend into 2021. Based on these forecasts, it has been determined that job eliminations are required.

The employment terminations with WHC Payroll Company are expected to be permanent, with an effective date of November 13, 2020.

Approximately 145 of the affected employees are represented by the Teamsters, Local Union No. 385. Below I have provided contact information for the chief elected union officer, who was notified of the job eliminations applicable to their members.

Mike McElmury, Trustee
Teamsters Local No. 385
126 N. Kirkman Road
Orlando, Florida 32811
407-298-7037

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Bumping rights (that is, the right to claim another job from another employee at the location) may be available to some union-represented employees, based on contract requirements and individual circumstances. Non-union employees do not have bumping rights. Each affected non-union employee has been notified of the job eliminations.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

For further information, please contact me at 407-934-4559 or send email to donna.stanton@swandolphin.com.

Sincerely,



Donna Stanton
Market Director Human Resources

Enclosures

Walt Disney World Swan and Dolphin Resort

Job Title	# of Affected Employees
Accountant-General	1
AsstDir-Finance & Accounting	1
Clerk-Accounting	4
Clerk-Payroll	1
Admin Assistant	6
Clerk-Storeroom	7
Coordinator-Admin	1
SrMgr-Purchasing	1
Clerk-Restaurant Reservations	1
Cook	41
Cook II	12
Cook III	4
Cook II-Pastry	6
Cook-Apprentice	1
Cook-Pastry	12
Sous Chef	2
Supervisor-Kitchen	13
Voyage-Food & Beverage Ops (NE)	1
Captain	10
Coord-Banquets	5
Mgr-Banquets	1
Server-Banquets	256
SrMgr-Events	1
AsstMgr-Restaurant	6
Attendant-Bus	10
Host/Hostess	9
Mgr-Restaurant	3
Server	128
Supervisor-Food & Beverage	5
Attendant-Dining Room	21
Housekeeping Aide-Banquets	28
Mgr-Events	1
Mgr-Exhibit Hall	1
Specialist-Events	5
Supervisor-Event Services	5
Attendant-Beverage	9
Bartender	4
Coord-Office	1
General Manager-Restaurant	1
Driver	1
Supervisor-Front Desk	4
Housekeeper	67
Housekeeper-Public Area	19
Supervisor-Housekeeping	20

Walt Disney World Swan and Dolphin Resort

Job Title	# of Affected Employees
Coord-Human Resources	4
Supervisor-Human Resources	1
Supervisor-At Your Service	3
Systems Analyst	3
Steward	65
Steward-Silver	4
Attendant-Laundry	21
Seamstress	1
Supervisor-Laundry	1
Attendant-Bar	5
Officer-Loss Prevention	88
Officer-Safety/Security	3
Attd-Gourmet Coffee-Barista	14
Supervisor-Recreation	1
AsstChief Engineer	1
Carpenter	2
Electrician	1
Engineer	4
Engineer I	8
Engineer II	1
Engineer III	5
Painter	3
Clerk-Reservations	10
Coord-Groups	2
Cashier-Food & Beverage Svcs	6
Coord-Marketing	1
Sales Coordinator	2
Attendant-Food & Beverage	6
Bartender-Service	1
Grand Total	1003

