

**WARN Act Notice**  
**Submitted by UNITE HERE Local 11**

This notice is being provided by UNITE HERE Local 11 (“Local 11”) pursuant to the California Worker Adjustment and Retraining Notification Act, Labor Code Section 1401 et seq., as modified by Executive Order N-31-20.

Local 11 is a labor union that represents workers in the hospitality sector in Los Angeles and Orange Counties of California and Phoenix, Arizona. The workers Local 11 represents are employed at hotels, arenas, convention centers, cafeterias of private universities, airport food and beverage concessionaries, and airline food catering enterprises. Local 11’s operating expenses come exclusively from the dues of its members.

The COVID-19 Coronavirus pandemic has caused a crisis in the hospitality industry. The bulk of employers in each of the subsectors noted above have either ceased doing business or are operating at skeleton crew levels. Because the vast majority of its members have been furloughed or laid off, Local 11’s revenue has sharply diminished. As a result, Local 11 has been placed in a position where it is being forced to lay off many of its staff. Because of the rapid and unexpected way in which the Coronavirus crisis has impacted our industry and the Union's financial position, it has not been possible to provide greater advanced notice of the layoffs.

Local 11 anticipates laying off 31 workers on April 3, 2020. Over the last several weeks (between approximately March 18 and March 25, 2020), Local 11 laid off 18 employees. These two groups of layoffs, which will have occurred within a 30-day period, total 49. While these circumstances do not technically trigger the WARN Act, and while we do not presently anticipate any more layoffs in coming days, Local 11 is providing this Notice in abundance of caution and in order to provide government bodies with information that may be helpful.

The following provides information in categories indicated in the Department of Industrial Relations’ Guidance on Conditional Suspension of California WARN Act Notice Requirements under Executive Order N-31-20:

**(1) Name and address of the employment site where the closing or mass layoff will occur:**

Downtown Los Angeles (Main Office)  
464 South Lucas Avenue, Suite 201  
Los Angeles, CA 90017

Orange County Office  
13252 Garden Grove Blvd #200  
Garden Grove CA 92843

LAX Airport Office  
4634 West Imperial Highway  
Inglewood, CA 90304

Phoenix, Arizona Office  
801 N. 2nd Ave.  
Phoenix, AZ 85003

**(2) Name and phone number of a company official to contact for further information:**

Jeremy Blasi  
General Counsel  
UNITE HERE Local 11  
Tel: 213-481-8530 x233  
Cell: 202-251-0048

**(3) Statement as to whether the planned action is expected to be permanent or temporary:**

Local 11's planned layoffs are expected to be temporary. Local 11 anticipates recalling employees when its financial circumstances allow for this. At this point, Local 11 does not know this will be possible and has accordingly advised employees that the layoff is for an indefinite period. Bargaining unit employees will be recalled in accordance with recall rights contained in a collective bargaining agreement with Local Staff Union 11.

**(4) Expected date of the first separation, and the anticipated schedule for subsequent separations:**

As indicated above, Local 11 anticipates laying off 31 workers on April 3, 2020. A smaller group of employees was laid off in the past several weeks. At this point, Local 11 does not have an anticipated schedule for subsequent separations and hopes to avoid such additional separations.

**(5) Job titles of positions to be affected, and the number of employees to be laid off in each job classification:**

The following is the number of layoffs by job titles/classification scheduled to occur on April 3, 2020:

**Accounting**

Administrative Assistant 1                      2

**Administration**

Administrative Assistant 1                      6

**Customer Outreach**

Organizer 1    1

Organizer 3    3

Organizer (Probationary)                      1

**Community**

Organizer (Probationary)                      1

<b>Contract Enforcement</b>	
Administrative Assistant 2	2
Administrative Assistant 1	1
Organizer 3	2
Lead Organizer 2	2

<b>Field Organizing</b>	
Organizer on Leave of Absence (LOA) from worksite	1
Organizer (LOA)	4
Organizer (Probationary)	2

<b>Strategic Affairs</b>	
Lead researcher (Probationary)	1
Researcher 1	4
Researcher (Probationary)	1

<b>Legal</b>	
Admin. Assistant (Probationary)	1

<b>Maintenance</b>	
Janitor 1	2

**Subtotal 31**

The following is the number of layoffs by job titles/classification scheduled to occur on between March 18 and March 25, 2020. The number of additional layoffs that would subsequently be necessary was not known at the time these layoffs occurred.

<b>Administration</b>	
Admin. Assistant (Probationary)	2

<b>Field Organizing</b>	
Organizer (LOA)	4
Organizer (Probationary)	12

<b>Legal</b>	
Admin. Assistant (Probationary)	1

<b>Maintenance</b>	
Janitor (Probationary)	2

<b>Strategic Affairs</b>	
Researcher (Probationary)	1

**Subtotal 18**

**(6) In the case of layoffs occurring at multiple locations, a breakdown of the number and job titles of affected employees at each location:**

The following figures reflect the number of layoffs by job title/classification for each of Local 11's office locations, including layoffs that have been carried out since March 18 and that are expected to take place on April 3, 2020:

**Downtown Los Angeles (Main Office)**

464 South Lucas Avenue, Suite 201

Los Angeles, CA 90017

**Accounting**

Administrative Assistant 1                      2

**Administration**

Administrative Assistant 1                      4

**Customer Outreach**

Organizer 3    3

Organizer (Probationary)                      1

**Community**

Organizer (Probationary)                      1

**Contract Enforcement**

Administrative Assistant 2                      1

Administrative Assistant 1                      1

Organizer 3    2

Lead Organizer 2                                      1

**Field Organizing**

Organizer on Leave of Absence  
(LOA) from worksite                      8

Organizer (Probationary)                      1

**Strategic Affairs**

Lead researcher (Probationary)                      1

Researcher 1    4

Researcher (Probationary)                      1

**Legal**

Admin. Assistant (Probationary)                      1

**Maintenance**

Janitor 1    2

**Orange County Office**

13252 Garden Grove Blvd #200  
Garden Grove CA 92843

**Customer Outreach**

Organizer 1 1

**Field Organizing**

Organizer on Leave of Absence  
(LOA) from worksite 5  
Organizer (Probationary) 1

**LAX Airport Office**

4634 West Imperial Highway  
Inglewood, CA 90304

**Administration**

Administrative Assistant 1 1

**Field Organizing**

Organizer on Leave of Absence  
(LOA) from worksite 2

**Maintenance**

Janitor 1 1

**Phoenix, Arizona Office**

801 N. 2nd Ave.  
Phoenix, AZ 85003

**Organizing**

Organizer on Leave of Absence  
(LOA) from worksite 3

**(7) An indication as to whether or not bumping rights exist:**

There are no bumping rights applicable to the employees being laid off. Bumping rights exist in circumstances where Local 11 anticipates employees will be laid for a period of 90 calendar days or less. However, Local 11 anticipates that each of the layoffs shall be for a period greater than 90 calendar days.

**(8) Name of each union representing affected employees, if any:**

Affected employees are represented by Local Staff Union 11.

**(9) Name and address of the chief elected officer of each union, if applicable:**

Hugo Soto  
President, Local Staff Union 11  
464 South Lucas Ave, Suite 201  
Los Angeles, CA 90017