

THE WESTIN DETROIT
METROPOLITAN AIRPORT

HUMAN RESOURCES

May 29, 2020

Jimelle Blakley, Manager
Department of Labor and Economic Opportunity,
Workforce Development
201 N. Washington Square, 5th Floor
Lansing, MI 48913
[LEO-
RapidResponseCommunications@Michigan.gov](mailto:LEO-RapidResponseCommunications@Michigan.gov)

City of Romulus
Mayor LeRoy Burcroff
11111 Wayne Road
Romulus, MI 48174
mayor@romulusgov.com

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that Hotel Investors of MI, Inc., doing business as The Westin Detroit Metropolitan Airport (the "location"), located at 2501 Worldgateway Place, Detroit, MI 48242, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 197 of the location's 197 employees.

These temporary actions began at the location on May 18, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Approximately 134 of the affected employees are represented by the Unite HERE, Local 24 and
Approximately 7 of the affected employees are represented by the Operating Engineers, Local 324.
Below I have provided contact information for the chief elected union officers.

Nia Winston
President
Unite HERE, Local 24
300 River Place Drive #2700
Detroit, MI 48207
(313)259-8556
NWinston@24.unitehere.org

Ken Dombrow
President
Operating Engineers, Local 324
500 Hulet Drive
Bloomfield Hills, MI 48302
(248)451-0324
Ken.dombrow@iuoe324.org

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. We do not believe that these temporary actions implicate any bumping rights (that is, the right to claim another job at the company) for union-represented associates. Each union representative has been notified of the temporary actions applicable to their members. Non-union employees do not have bumping rights. Each affected non-union employee has been notified of the specific temporary action applicable to them.

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 (734) 732-7780.

Sincerely,

Tina Hicks

Tina Hicks
Director of Human Resources

Enclosure

Westin Detroit Metropolitan Airport

Job Title	# of Employees
Admin Assistant	3
Administrator-Payroll	1
Agent-At Your Service	5
AsstDir-Finance & Accounting	1
Attendant-Bellstand	2
Attendant-Bus	4
Attendant-Business Center	1
Attendant-Dining Room	1
Attendant-Door	4
Attendant-Laundry	8
Attendant-Shipping & Receiving	1
Attendant-Spa	5
Bartender	3
Captain	2
Clerk-Accounting	3
Concierge-Club Level	5
Cook	9
Cook-Lead	3
Coord-Human Resources	1
Destination Sales Executive	1
Dir-Engineering	1
Dir-Event Planning	1
Dir-Finance & Accounting	1
Dir-Human Resources	1
Dir-Operations	1
Dir-Restaurants	1
Dir-Services	1
Engineer	6
Executive Chef	1
Executive Sous Chef	1
General Manager	1
Guest Service Representative	6
Host/Hostess	4
Housekeeper	25
Housekeeper-Public Area	4
Housekeeping Aide	3
Housekeeping Aide-Banquets	4
Mgr-Banquets	1
Mgr-Events	2
Mgr-Front Office	3
Mgr-Housekeeping	1
Mgr-Ops F&B (HtlOps)	1
Mgr-Purchasing (NE)	1

Westin Detroit Metropolitan Airport

Job Title	# of Employees
Mgr-Transportation	1
Officer-Loss Prevention	4
Operator-At Your Service	1
Parker-Valet	5
Server	18
Server-Banquets	11
Sous Chef	1
Steward	5
Supervisor-Dishwashing/Utility	1
Supervisor-Event Services	2
Supervisor-Food & Beverage	2
Supervisor-Front Desk	2
Supervisor-Garage	2
Supervisor-Housekeeping	2
Supervisor-Laundry	1
Supervisor-Loss Prevention	2
Supervisor-Maintenance	1
Voyage-Food & Beverage Ops (NE)	1
Voyage-Rooms Ops (NE)	1
TOTAL	197