



WARN NO.
7052

[Via E-Mail and Regular Mail]

June 30, 2020

John Asher, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC – Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302

Subject:

Hilton Portland Downtown, 921 SW 6th Avenue, Portland, OR 97204 (“Hotel”) - Notice of Furloughs

Dear Government Official:

On or about March 17, 2020, the Hotel notified certain employees that they would be temporarily furloughed commencing on March 22, 2020 for a duration that was expected to be less than six months at that time. We are informing you that due to unexpected circumstances, the Hotel has determined that it is now reasonably foreseeable that the temporary furlough will likely continue for more than six months from when then began.

As you are no doubt aware, in light of the COVID-19 pandemic the government orders have severely restricted business activity in order to curb the spread and impact of the virus. The virus, as a whole, has had an unprecedented effect on travel and on the Hotel’s business.

At the time the furloughs started, it was not reasonably foreseeable that the furloughs would last more than six months. Specifically, this extension of the furloughs to be likely longer than six months is caused by COVID-19-related business circumstances that had a sudden, unexpected and dramatic adverse impact upon the Hotel’s business and were not reasonably foreseeable at the time of the original furloughs or as of the time that notice of our current determination would have been required. Government officials are, and have been, constantly changing and amending orders and regulations to curb the spread of the virus, and the Hotel is responding and adapting to these developments as much as reasonably and feasibly possible. We did not and could not have foreseen how broadly and deeply the COVID-19 pandemic would spread and affect our business; nor did we foresee that “lockdown” orders, initially issued for short durations in certain specific cities, would spread throughout the country and be constantly extended and/or changed, thus not merely interrupting commerce and travel for a short period, but now disrupting commerce and travel for the foreseeable future. For example, contrary to our expectations, governmental orders continue to impose substantial limitations on our operations at this location including social distancing guidelines, limits on large public gatherings, and capacity limitations. This is also caused by a “natural disaster. . .or similar effects of nature”. We would have liked to have given you more advance notice of this action but were unable to do so due to the factors described above and the rapidly evolving impact of the novel coronavirus pandemic.

These furloughs are affecting approximately 330 employees. The following additional information is available to you upon request (it is maintained on site and is readily accessible): the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees; and the name and address of the chief elected officer of each union.



We are providing this notice because the Worker Adjustment and Retraining Notification Act encourages employers to provide information even when a notice requirement does not exist. To the extent that the Hotel's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and any applicable state law, this letter is intended to fulfill any notice requirements. The information contained in this letter is based on the best information available to the Hotel at this time.

For further information, please contact me at (360) 828-4370. I have been designated as the Hotel's representative for purposes of providing rapid response services to affected employees.

Sincerely,

Michelle Schomburg
Director of Human Resources