



THE WESTIN BOOK CADILLAC
DETROIT

1114 Washington Blvd
Detroit, MI 48226
United States of America

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westin.bookcadillac@
westin.com

June 3, 2020

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

Mayor Mike Duggan
City of Detroit
Coleman A Young Municipal Center
2 Woodward Avenue, Suite 1126
Detroit, MI 48226

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that Hotel Investors of MI, Inc., doing business as The Westin Book Cadillac Detroit (the "location"), located at 1114 Washington Boulevard, Detroit, MI 48226, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 227 of the location's 233 employees.

These temporary actions began at the location on March 21, 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 145 of the affected employees are represented by the Unite Here Local 24. Below I have provided contact information for the chief elected union officer.

Nia Winston
President MI/OH
Unite Here Local 24
300 River Place, Suite 2700
Detroit, MI 48207

313-259-8556
nwinston@24.unitehere.org

Approximately 9 of the affected employees are represented by the IUOE, Local 324. Below I have provided contact information for the chief elected union officer.

Kenneth D. Dombrow
President
IUOE, Local 324
500 Hulet Drive
Bloomfield Township, MI 48301

248-451-0324
info@iuoe324.org



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 at the company) may be available to some union-represented employees, based on contract requirements and individual circumstances. 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 313-442-1630.

Sincerely,

A handwritten signature in black ink, appearing to read "Debra Schultz", with a stylized flourish at the end.

Debra Schultz
General Manager

Enclosure