

NOTICE TO: (1) STATE DISLOCATED WORKER UNIT; (2) CHIEF ELECTED MUNICIPAL OFFICIAL; (3) CHIEF ELECTED COUNTY OFFICIAL; AND (4) LOCAL WORKFORCE INVESTMENT BOARD

June 4, 2020

VIA: Email Wesley Reed
Statewide Rapid Response Coordinator
Nevada Dept of Employment, Training and Rehabilitation 500 E 3rd St
Carson City, NV 89713 775-684-0362
Fax: 775-687-1073

Dear Wesley Reed:

.We are currently experiencing unexpected suspensions of select catering services at Gate Gourmet's LAS 1555 Landing Strip Ave, Las Vegas, NV 89119 ("LAS kitchen"). As a result of the service suspensions, Gate Gourmet was required to initiate layoffs, furloughs and reductions of employee hours starting on 3/30/2020.

This interruption to service is a direct result of the physical calamity/natural disaster created by the COVID-19 virus, as well as changing adverse business circumstances. The service suspension and other business circumstances at the LAS kitchen were not foreseeable prior to the events leading to their occurrence and based upon the best available knowledge when they were initiated, were believed to be temporary, lasting less than six months. However, due to the length and severity of COVID-19 related impacts, which were not reasonably foreseeable when the temporary hours reductions and furloughs initially took place, we were faced with the difficult decision regarding layoffs for union represented employees. We sent previous notification to you on 5/20/2020 regarding reductions of employee hours and layoffs of union represented employees. Similarly, we are uncertain as to the impact to non-union employees who are likewise out on furlough. While these individuals remain on furlough and are not being laid off at this time, we are faced with the reality that we must extend these temporary furloughs into early summer and the foreseeable future. We were unable to provide earlier notice of these extended furloughs because these impacts were not previously foreseeable.

Attached as Attachment A is a list of the names and addresses of affected employees and their job titles and first date of furlough. The affected employees are not represented by any union and have no rights to bump or displace other employees working for Gate Gourmet.

Notices have also been provided to each affected employee, sent via regular mail on 6/3/2020, A sample notice is Attached. Additionally, notice has been provided to the local Workforce Investment Board on 6/3/2020 as well.

Gate Gourmet's LAS unit continues to operate and is not closed. If you have any questions or desire additional information about this notice, please contact Ralph Perea (516) 205-7939

Very truly yours,

Ted Fleishman

Ted Fleishman
General Manager
LAS