

Slanted Door Las Vegas

Date: March 27, 2020

Via U.S. Certified Mail & Email

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Via U.S. Certified Mail

Marilyn Kirkpatrick, Chairperson
Clark County Commission
500 South Grand Central Parkway
6th Floor
Las Vegas, Nevada 89155

Re: *Notice of Mass Layoff Pursuant to Worker Adjustment and Retraining Notification Act*

Dear Sir and Madam:

This letter serves as notice SDLV, LLC (“Slanted Door Las Vegas”), located at the Forum Shops at Caesars Palace, 3500 Las Vegas Boulevard South, Las Vegas, NV 89109, will implement a “mass layoff” effective on the date stated below.

This notice is being provided to you pursuant to the Federal Workers’ Adjustment Notification and Retaining Act (29 USC 2100 *et. seq.*), the Nevada Health Response COVID-19 Risk Mitigation Initiative (“RMI”) issued by Governor Steve Sisolak on March 17, 2020, the Nevada Declaration of Emergency Directive (“Emergency Directive”) 002 issued by Governor Sisolak on March 18, 2020, Emergency Directive 003 issued by Governor Sisolak on March 20, 2020, and the Emergency Directive 007 issued by Governor Sisolak on March 24, 2020.

The name and telephone number of the Slanted Door Las Vegas official to contact for further information is: Betty Phan, Director of Human Resources, 415-321-2110, Betty_Phan@slanteddoorgroup.com.

On March 17, 2020, the Governor of Nevada issued the RMI, requiring all restaurants and bars to close their dine-in facilities, which thereafter allowed restaurants to offer only carry-out, delivery, and drive-through food and beverage service in conjunction with strict social distancing protocols. The RMI was followed by Emergency Directive 002, which required the closure of all gaming establishments. The volatile nature of the COVID-19 outbreak escalated, such that on March 20, 2020, Governor Sisolak issued Emergency Directive 003, reiterating and strengthening the closure of in-dining for restaurants, further ordering the closure of non-essential businesses, and imposing possible criminal prosecution and civil penalties for violating the Emergency Directive. The Governor further issued Emergency Directive 007 on March 24, 2020, prohibiting groups of ten or more to gather in door or outdoors, on public or private property, and requiring social distancing of at least six feet between persons in public spaces whether privately or publicly owned.

As a direct result of COVID-19 recent events, its sudden nature, its unforeseen duration/severity, and the government’s evolving restrictions to combat COVID-19, Slanted Door Las Vegas has had to close and will now be laying off a majority of its employees. The mass layoffs will be effective March 30, 2020.

Slanted Door Las Vegas

The mass layoffs are permanent. However, Slanted Door Las Vegas would rehire as many former employees as it can reach, should Slanted Door Las Vegas be able to resume full operation. At this time, Slanted Door Las Vegas's closure appears temporary (assuming the nation's recovery from COVID-19); however, the duration of this closure is unknown. Indeed, these sudden and unexpected circumstances and the dramatic economic downturn suffered by Las Vegas and our industry are conditions outside of our control. The natural disaster of the COVID-19 pandemic is simply unprecedented.

Due to unforeseen business circumstances, the rapidly changing consequences of COVID-19 on Slanted Door Las Vegas's operation, which are outside of Slanted Door Las Vegas's control, the unanticipated and dramatic economic downturn,¹ and the shelter orders (as detailed in the paragraphs above), Slanted Door Las Vegas is forced to reduce the statutorily required 60-day notice period for this mass layoff, and, is instead providing notice "as soon as practicable."

The expected date of the separations is March 30, 2020.

The job titles of positions to be affected and the number of affected employees (*i.e.*, laid off employees) in each job classification are as follows: bar lead-1, barback-3, bartender-5, beverage manager-1, busser-6, chef de cuisine-1, director of catering-1, dishwasher-1, executive sous chef-1, front of house manager-1, general manager-1, host-5, line cook-22, oyster-1, pastry cook-3, prep cook-4, runner-7, server-19, sommelier-2, sous chef-1, steward-3.

Bumping rights do not exist. Slanted Door Las Vegas employees are not represented by a Union.

Slanted Door Las Vegas has provided WARN Notification to the affected employees of the "mass layoff." In sum, the entire restaurant will be closed.

We are saddened to have to take this step and hope that this crisis will pass. Should your office have any questions or comments regarding this Notice, or the circumstances prompting such Notice, please contact me.

Sincerely,

Betty Phan

Betty Phan, Owner

¹ For example, around March 23, 2020, the National Restaurant Agency estimated a drop in sales by \$225 billion dollars during the next three months.

<https://www.cnn.com/2020/03/23/business/coronavirus-small-businesses-restaurants/index.html>