

THE
FONTAINE
A KANSAS CITY HOTEL

901 W. 48th Place
Kansas City, Missouri 64112
816 753 8800

August 25, 2020

Lisa Marshall
Missouri Department of Higher Education & Workforce Development
P.O. Box 1087
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Honorable Frank White, Jr.,
County Executive, Jackson County, Missouri
415 E 12th Street
Kansas City, MO 64106

Honorable Quinton Lucas
Mayor, City of Kansas City, Missouri
City Hall, 29th Floor
414 E 12th St.
Kansas City, Mo. 64106
MayorQ@kcmo.org

RE: WARN Update

To Whom It May Concern:

In May 2020, we provided notice to you of layoffs from The Fontaine Hotel, 901 W. 48th Place, Kansas City, MO 64015 (the "Hotel"). The layoffs were due to the Coronavirus ("COVID-19") pandemic, as the services of many of the Hotel's employees were not needed. At that time, the Hotel reasonably anticipated it would resume normal operations during the summer months. However, notwithstanding some efforts to "reopen" the State, tourism and travel remains severely disrupted by the COVID-19 pandemic which is impacting our occupancy, conference and banquet business not only in the short-term, but likely for future months. Based on the current circumstances, the temporary layoffs at the Hotel are now expected to extend beyond a period of six-months for a number of employees.

Should any further notice be required, it has been given as soon as it was practicable in light of the unpredictable, ever-changing events surrounding COVID-19, which is recognized as a global pandemic, natural disaster (or similar effects of nature), and state of emergency. The vast impact of the COVID-19 outbreak, has been unprecedented, and unforeseeable, resulting in the issuing of multiple orders of a state of emergency, business closings and stay-at-home directives, including mandates that severely restrict the size of social gatherings or severely limit indoor activities such as conferences, banquets, social events, and restaurant operations.



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Most recently, in response to new “spikes” of the virus, Mayor Quinton Lucas has extended the State of Emergency in Kansas City until January 16, 2021. All employees or visitors to any place of public accommodation must continue to wear face coverings in an area or while performing an activity which will necessarily involve close contact or proximity to co-workers or the public where six feet of separation is not feasible. Taverns and bars continue to operate at a 50 percent maximum capacity. Past orders by the State and local health officials have been extended, expanded or rolled back. Many States are now mandating that out-of-state travelers from designated “hot spots” must quarantine upon arrival which has served only to frustrate personal and business travel. The unforeseen persistence and unpredictable impact of COVID-19 together with national and local government measures to limit the spread of the virus, many announced for short periods of time but later extended or expanded, have significantly impacted our business not merely for a short period, but now for a period that could exceed six months.

Impacted employees are being notified, beginning on or about August 25, 2020, that the duration of the layoffs may be extended beyond the time originally thought. The Hotel’s employees are not represented by a union, and no bumping rights exist for employees.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.



T H E
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A K A N S A S C I T Y H O T E L

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Job Title	Total
Accounting Manager	1
Banquet Server	3
Bartender	3
Cook 1 - Outlet 1	1
Cook 2 - Outlet 1	3
Director of Food & Bever	1
Dishwasher	1
F&B Supervisor - Outlet	1
Front Desk Agent	1
Greeter/Cashier - Outlet	5
Laundry Attendant	1
Lobby Attendant	1
Mini Bar Attendant	1
Outlet Server - Outlet 1	5
Parking Attendant	5
Prep Cook	1
Room Attendant	1
Room Service Server	1
Sales Manager	2
Sous Chef	1
Grand Total	39



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Honorable Frank White, Jr.,
County Executive, Jackson County, Missouri
pgerard@pinellascountry.org

Honorable Quinton Lucas
Mayor, City of Kansas City, Missouri
MayorQ@kcmo.org

To Whom It May Concern:

I am writing on behalf of the Fontaine Hotel (the “Hotel”) located at 901 W. 48th Place, Kansas City, MO 64112. As you know, the COVID-19 public health crisis continues to have a profound and sustained effect on the global economy and has created unprecedented challenges for the lodging industry, and the Hotel is no exception. Due to the crisis, Hotel employees have been impacted by layoffs or significant loss of hours.

At this time we believe the layoff to be temporary, such that it would not trigger state or federal Worker Adjustment Retraining Notification Act (the “WARN Act”) requirements. However, the duration of the current crisis, and its continued impact on our business, is unclear. Travel for both business and pleasure will take some time to rebound, so unfortunately it is impossible to predict with any certainty when we will be able to recall affected employees. Therefore, out of an abundance of caution, we are providing this notice to comply with any obligations we may have under the WARN Act. We are doing so as soon as was practicable given the continuing uncertainty of the duration of the COVID-19 crisis, which as you know is recognized as a global pandemic, natural disaster, physical calamity, and designated National Emergency.

Impacted employees are being notified, beginning on or about May 6, 2020, that the duration of the layoffs may be extended beyond the time originally thought. The Hotel’s employees are not represented by a union, and no bumping rights exist for employees.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.

Count of Job Title	
Job Title	Total
Accounting Manager	1
Banquet Server	3
Bartender - Rest 1	5
Bus Staff - Rest 1	1
Catering Sales Manager	1
Cook 2 - Outlet 1	1
Dir of Food & Beverage	1
Dishwasher	1
Executive Sous Chef	1
Greeter/Cashier - Rest 1	5
Housekeeping Manager	1
Housekeeping Supervisor	1
Houseperson	1
Laundry Attendant	1
Line Cook - Rest 1	3
Lobby Attendant	3
Mini Bar Attendant	1
Parking Attendant	7
Prep Cook - Rest 1	1
Room Attendant	11
Sales Manager	1
Server - Lounge	1
Server - Rest 1	6
Server - Room Service	2
Sous Chef - Rest 1	1
Steward - Rest 1	1
Supervisor - Rest 1	1
Grand Total	63