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Regal

2 messages

Lorie Walker <Lorie.Walker@regalcinemas.com>

Tue, Oct 20, 2020 at 10:44 AM

To: "eddwarnnotice@edd.ca.gov" <eddwarnnotice@edd.ca.gov>, "david.haubert@dublin.ca.gov" <david.haubert@dublin.ca.gov>, "greg.cox@sdcountry.ca.gov" <greg.cox@sdcountry.ca.gov>, "bkonczal@workforce-connection.com" <bkonczal@workforce-connection.com>, "kevinfaulconer@sandiego.gov" <kevinfaulconer@sandiego.gov>, "vlinares@covinaca.gov" <vlinares@covinaca.gov>, "msalas@chulavistaca.gov" <msalas@chulavistaca.gov>, "Mayor@longbeach.gov" <Mayor@longbeach.gov>, "luwan@cityofalhambra.org" <luwan@cityofalhambra.org>, "nmoatazedi@lakeforestca.gov" <nmoatazedi@lakeforestca.gov>, "bosone@edcgov.us" <bosone@edcgov.us>, "edc.cob@edcgov.us" <edc.cob@edcgov.us>, "mayor@stocktonca.gov" <mayor@stocktonca.gov>, "info@sjcworknet.org" <info@sjcworknet.org>, "csmyth@santa-clarita.com" <csmyth@santa-clarita.com>, "mbernal@sogate.org" <mbernal@sogate.org>, "kmiller@sjgov.org" <kmiller@sjgov.org>, "allboardmembers@sjgov.org" <allboardmembers@sjgov.org>, "Mayor@bakersfieldcity.us" <Mayor@bakersfieldcity.us>, "webmaster@fairfield.ca.gov" <webmaster@fairfield.ca.gov>, "district5@kerncounty.com" <district5@kerncounty.com>, "SECinfo@solanowdb.org" <SECinfo@solanowdb.org>, "JPSpering@solanocounty.com" <JPSpering@solanocounty.com>, "sthomson@solanocounty.com" <sthomson@solanocounty.com>, "apatino@cityofsantamaria.org" <apatino@cityofsantamaria.org>, "pmcnamara@escondido.org" <pmcnamara@escondido.org>, "katrina.foley@costamesaca.gov" <katrina.foley@costamesaca.gov>, "rjones@san-marcos.net" <rjones@san-marcos.net>, "stevej@ggcity.org" <stevej@ggcity.org>, "Jim.Steiner@CoronaCA.gov" <Jim.Steiner@coronaca.gov>

Please see attached action notice.

Thank you,

Lorie Walker

Vice President of Legal Affairs


Regal Corporate Headquarters

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EDC COB <edc.cob@edcgov.us>

Tue, Oct 20, 2020 at 10:50 AM


To: The BOSONE <bosone@edcgov.us>, The BOSTWO <bostwo@edcgov.us>, The BOSTHREE <bosthree@edcgov.us>, The BOSFIVE <bosfive@edcgov.us>, The BOSFOUR <bosfour@edcgov.us>, Donald Ashton <don.ashton@edcgov.us>

fyi

Office of the Clerk of the Board
El Dorado County
330 Fair Lane, Placerville, CA 95667
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REGmovies.com

October 20, 2020

Via Email and Certified Mail

WARN Act Coordinator
Program Support Unit
Workforce Services Division
Employment Development Department
722 Capitol Mall, MIC 50/Room 5099
Sacramento, CA 95814
eddwarnnotice@edd.ca.gov

Via Certified Mail

CA Employment Development Department
Workforce Services Branch
Workforce Services Division
800 Capitol Mall (MIC 50)
Sacramento, CA 95814

Re: Notice of State-Wide Action Caused by COVID-19

To Whom It May Concern:

In April 2020, in response to a series of local governmental shutdown orders and federal and CDC guidance recommending social distancing, we provided you notice that Regal Cinemas temporarily closed some of its locations to the public, resulting in a temporary furlough of most employees. Regal reopened many of its theatres in the summer of 2020 after being forced to temporarily close them in response to the COVID-19 pandemic. While Regal reasonably expected to keep these theatres open and expended great efforts to comply with all necessary pandemic-related measures in order to do so, the recent announcement by multiple major studios that they would delay releases until 2021 (most notably the MGM and Universal delay of "No Time to Die") has forced Regal to close all its U.S. theatres effective October 8, 2020 (or within 14 days of that date), resulting in furloughs at the following locations:

- 8630 Garfield Avenue, South Gate, CA 90280
- 250 Paseo Del Centro, Fresno, CA 93720
- 26701 Aliso Creek Road, Aliso Viejo, CA 92656
- 26602 Towne Center Drive, Foothill Ranch, CA 92610
- 3561 Truxel Road, Sacramento, CA 95834
- 1025 Tierra Del Rey, Chula Vista, CA 91910
- 8755 Center Parkway Drive, Sacramento, CA 95823
- 2101 Vine Street, El Dorado Hills, CA 95762
- 405 Parkway Plaza, El Cajon, CA 92020
- 13782 Jamboree Road, Irvine, CA 92602
- 222 N El Dorado Street, Stockton, CA 95202
- 1549 Gateway Boulevard, Fairfield, CA 94533
- 100 Town Center East, Santa Maria, CA 93454

- 901 South Coast Drive, Costa Mesa, CA 92626
- 1180 W San Marcos Boulevard, San Marcos, CA 92069
- 350 W Valley Parkway, Escondido, CA 92025
- 9741 Chapman Avenue, Garden Grove, CA 92841
- 2650 Tuscany Street, Corona, CA 92881
- 431 College Boulevard, Oceanside, CA 92057

The need to temporarily close these locations was caused by COVID-19 related business circumstances that were not reasonably foreseeable as of the time that a notice would normally be sent. Regal has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary closures could, at least in part, last for a sufficient duration to qualify as layoffs amounting to “employment losses” under applicable law. While Regal still expects these closures to be temporary, it is unable to predict precisely when the theatres will reopen, as this will be dependent on various studio decisions regarding major releases, as well as evolving orders and guidelines related to the pandemic. Accordingly, Regal is providing this notice to you out of an abundance of caution.

In light of the foregoing, and given the rapid pace at which this situation has developed, Regal is providing as much notice as is possible under the circumstances. The closures went into effect on October 8, 2020 (or within 14 days of that date) and affected the following numbers of employees at these locations:

Location	All Employees at Location at Time of Closure
8630 Garfield Avenue, South Gate, CA 90280	75
250 Paseo Del Centro, Fresno, CA 93720	74
26701 Aliso Creek Road, Aliso Viejo, CA 92656	75
26602 Towne Center Drive, Foothill Ranch, CA 92610	54
3561 Truxel Road, Sacramento, CA 95834	55
1025 Tierra Del Rey, Chula Vista, CA 91910	57
8755 Center Parkway Drive, Sacramento, CA 95823	41
2101 Vine Street, El Dorado Hills, CA 95762	39
405 Parkway Plaza, El Cajon, CA 92020	36
13782 Jamboree Road, Irvine, CA 92602	47
222 N El Dorado Street, Stockton, CA 95202	49
1549 Gateway Boulevard, Fairfield, CA 94533	32
100 Town Center East, Santa Maria, CA 93454	46
901 South Coast Drive, Costa Mesa, CA 92626	48
1180 W San Marcos Boulevard, San Marcos, CA 92069	34
350 W Valley Parkway, Escondido, CA 92025	53
9741 Chapman Avenue, Garden Grove, CA 92841	40
2650 Tuscany Street, Corona, CA 92881	50
431 College Boulevard, Oceanside, CA 92057	38

All affected employees have been notified of the closures and their furlough dates and that the closures are anticipated to be temporary. Those employees have also been informed in writing that they may be eligible for Unemployment Insurance, per Governor Newsom's Executive Order N-31-20. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these closures. These employees are not represented by a union.

Please contact me if you have any questions or want additional information concerning this matter.

Sincerely,



Lorie Walker
Vice President of Legal Affairs
lorie.walker@regalcinemas.com

Cc (via U.S. Mail, Facsimile [when available], and Email [when available]):

Ms. Carma Lacy
Director, OC Community Services
Orange County Workforce Development Board
1300 South Grand Ave., Building B, 3rd Floor
Santa Ana, CA 92705
FAX: 1-714-834-7132

Michelle Steel
Chair, Board of Supervisors of Orange County
Hall of Administration
333 W. Santa Ana Blvd.
Santa Ana, CA 92701

Los Angeles County Workforce Development Board
3175 West 6th Street
Los Angeles, CA 90020

Workforce Development Board
City of Los Angeles
1200 West 7th Street, 6th Floor
Los Angeles, CA 90017

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Los Angeles, CA, 90012

Alameda County Workforce Development Board
Ms. Patti Castro, Director
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Mr. Peter Callstrom, President & CEO
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Mayor Darrel Steinberg
Mayor of City of Sacramento
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Ms. Carrie Harmon, Director of Workforce
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Riverside County Economic Development
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San Bernardino, CA 92415

San Bernardino County Workforce
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