

NOTIFICATION: DECLINED OFFER TO RETURN TO WORK



DATE: _____ , 2020

TO: _____

FROM: _____

SUBJECT: Declined Offer to Return to Work from Furlough

As you know, the recent National and State Declarations of Emergency and the State of California Shelter at Home orders due to the threat of COVID-19 resulted in guidance to cease all non-essential activities, including the closure of all bars and all on-site dining.

The COVID-19 pandemic resulted in the company's needs and circumstances changing in ways that were not reasonably foreseeable, necessitating rapid changes in our workforce. The decision we were faced with was unimaginable and heart-wrenching during these unprecedented times. Our Team Members mean everything to us.

Sales conditions in our _____ location allow us to bring back additional team members to work. We offered you a return to the schedule effective _____ , 2020, but you have declined. Should you change your mind in the future, please reach out to your General Manager, _____ , and they will add you back to the list of those eligible and willing to return to work should additional schedule slots become available.

We continue to modify operations to minimize contact between our guests and team members. Throughout this time, we remain committed to following the guidelines set by the Governor, our local governments and health departments to keep our teams and our guests safe. We will continue to monitor advice from these agencies, as well as the Centers for Disease Control to ensure we ensure a safe environment while providing our essential services to the communities and teams we serve.

manager signature

employee signature

