



ESTABLISHED 1900. SERIOUSLY.™

March 20, 2018

Oregon Dislocated Worker Unit
Attn: John Asher
Oregon HECC – Office of Workforce Investments
875 Union Street NE
Salem, OR 97311

Mayor Lucy Vinis
125 East 8th Avenue, 2nd floor
Eugene, OR 97401

Mayor Ted Wheeler
1221 SW 4th Ave., Room 340
Portland, OR 97204

RE: WARN Act Notification – Boyd Coffee Company – Represented Employees

Dear Sirs/Madam:

As you know, due to the Asset Purchase Acquisition of Boyd's by Farmer Bros. and the subsequent transition of all customers and business to them, Boyd's will be discontinuing operations beginning May 23, 2018 with all separations accomplished by October 1, 2018. This discontinuation will result in multiple layoffs beginning with this first layoff.

The expected date of the beginning of the position eliminations and layoffs is: May 23, 2018. The layoff is permanent. There will be no recall.

The location of the facility affected is:

Boyd Coffee Company
4085 W. Eleventh Ave., Unit 2
Eugene, OR 97402

Pursuant to Article 8.5 of the labor agreement, the layoffs will be conducted on a seniority basis within each affected classification. Attached as Schedule A is a list of the bargaining unit employees who will be affected by the first layoff. The bargaining unit employees have bumping rights. There are approximately 72 bargaining unit employees.



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The attached list, Schedule A, lists the names and positions of affected employees. These employees do have bumping rights based on seniority. The union that represents employees is Teamsters, Local 206. The Chief Elected Official is:

Teamsters Local 206
Stan White, Secretary/Treasurer
1860 NE 162nd Ave.,
Portland, OR 97230

The anticipated schedule for subsequent separations is: May 23, 2018 – June 6th due to bumping rights. Schedule B lists the position titles of those less senior positions that might be affected. In the end, there will be only 1 potential reduction of a position for this notification at this time. In this case, those bumping rights may ultimately affect an employee at the following location:

Boyd Coffee Company
19730 NE Sandy Blvd.
Portland, OR 97230

This notice is being provided consistent with 29 U.S.C. § 2101 *et seq.* (WARN Act) and 20 CFR § 639.7(f). Please feel free to contact me at 503-907-2586 or e-mail ann.nordquist@boyds.com should you have any questions or need additional information.

Sincerely,

A handwritten signature in cursive script that reads "Ann Nordquist".

Ann Nordquist,
Vice President of Human Resources

