



**WARN NO.**  
6462

April 24, 2020

**VIA REGULAR MAIL**

Josh Asher  
Rapid Response Coordinator  
Oregon Dislocated Worker Unit  
Oregon HECC – Office of Workforce Investments  
875 Union Street NE, 3<sup>rd</sup> Fl.  
Salem, OR 97311

**RE: The Hertz Corporation: Federal WARN Notice to State Dislocated Workers Unit**

Dear Mr. Asher:

The COVID-19 public health crisis continues to have a profound and sustained adverse impact on the global economy in general and the rental car industry specifically. The rapid and drastic decline in travel volumes due to COVID-19, have caused car rental bookings to fall off dramatically, causing unforeseen business circumstances that were not reasonably foreseeable at the time that notice may have been required under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§2101-09 (the WARN Act) and/or any applicable state law.

Please accept this letter as The Hertz Corporation's WARN notice, to the extent one is necessary:

**1. Location(s) where layoffs will occur:**

The employment site where the mass layoff will occur is the Company's facility located at: Portland International Airport 9445 NE Airport Way, Portland, OR 97218

**2. Contact Information:** The Company representative to contact for further information and who shall serve as the Company's liaison with for purpose of providing rapid response services to affected employees is:

Karen Gittleman  
8501 Williams Road  
Estero, FL 33928  
Tel: (239) 301-7018  
Email: [KGittleman@hertz.com](mailto:KGittleman@hertz.com)

**3. Affected employees:** Enclosed is a list of job titles of positions to be affected, and the number of affected employees in each job classification.

The Hertz Corporation  
8501 Williams Road  
Estero, FL 33928



4. **Expected Date and Duration of Layoff:** The mass layoff is scheduled to commence on April 14, 2020, and affected non-union employees are scheduled to be permanently laid off from the Company between April 14, 2020 and April 20, 2020.

Recall rights are specified in the applicable collective bargaining agreement (CBA) covering those employees. If we are unable to recall union employees prior to the expiration of the applicable CBA recall period, then these layoffs will be permanent.

5. **Bumping Rights:** Affected employees represented by a union may have bumping rights under their respective Collective Bargaining Agreements. Where an employee has bumping rights, it is noted below. Affected employees not represented by a union do not have bumping rights.

The CBA  does  does not contains bumping rights

The following job classifications have bumping rights:

- Customer Service Representative/Rental Representative
- Flex Service Representative
- Gold Choice/Greeter/Platinum Representative
- Instant Return Representative
- Mechanic
- Vehicle Service Attendant
- Transporter/Hiker
- Utility
- Courtesy Bus Drivers

6. **Bargaining Representatives:** Affected employees covered by a Collective Bargaining Agreement are represented by the below Union(s); the Union's business representative is also listed below:

Anthony Andrews  
Secretary – Treasurer  
IBT, Local 305  
1870 N.E. 162<sup>nd</sup> Avenue  
Portland, OR 97230-5642

The Union has been notified of the affected employees' layoff dates. All affected employees have also been individually notified of their scheduled layoff dates. Notice has also been sent to the appropriate local elected official.



If there is any additional information I can provide, please do not hesitate to contact me.

Regards,

A handwritten signature in blue ink, consisting of several overlapping loops and a final downward stroke.

**Randall J. White**  
Vice President & Associate General Counsel  
Labor & Employment

Enclosure

<b>Job Classifications of Affected Employees</b>	<b>Number of Affected Employee in Each Classification</b>
Back Office Clerk	1
Cashier	2
Clerk	2
Counter Sales Rep	10
Gold Choice CSR	9
Group Leader Garage	1
Instant Return Rep	4
Instant Return Rep Lead	1
Lot Attendant	1
Mechanic	4
Mgr Site Function	4
Tire Worker	2
Vehicle Service Attn	24
VSA Non Cleaning	2