



WARN NO.
6964

THE BAY CLUB

PORTLAND | BAY AREA | LOS ANGELES | SAN DIEGO

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

Mayor Jason B. Snider
Tigard City Council
13125 SW Hall Blvd.
Tigard, OR 97223

The Office of Community Colleges and Workforce Development
255 Capitol Street NE
Salem, OR 97310

June 9, 2020

Re: WARN Notice: The Bay Club Company

I am writing on behalf of The Bay Club Company (“Bay Club”) to give notice that, as a result of COVID-19-related business circumstances that were not reasonably foreseeable at the time that notice might otherwise have been required, particularly including the government-ordered shutdown of recreational facilities such as ours, some Bay Club associates will experience a layoff, furlough, reduction in hours, and/or reduction in pay that may constitute an employment loss at the following Club location on June 7, 2020 or July 1, 2020 (depending on the position, detailed below). In addition, on April 15, 2020, Bay Club placed some associates on a furlough that it had hoped would be short-term, but which has been extended due to the unforeseeable prolonged effects of the COVID-19 pandemic, and may now, or in the future when aggregated with other employment actions, constitute an employment loss.

This summer, we will be continuing to evaluate additional restructuring options necessitated by the COVID-19 pandemic situation, which may further impact our associates’ employment. More information will be provided as it becomes available.

Bay Club Portland
18120 SW Lower Boones Ferry Road
Tigard, OR 9724

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I am providing this notice in an abundance of caution and due to the unprecedented nature of this situation, although the Worker Adjustment and Retraining Notification Act ("WARN Act") may not technically require notice of these planned actions.

- The entire Club location is not being closed.
- Bumping rights do not exist.
- The affected associates are not represented by a union.

The number of affected associates at this Club location is: 289. The additional information listed in 20 C.F.R § 639.7 is maintained by Bay Club and readily accessible upon request.

All affected associates have been notified of these actions, which are anticipated to be permanent (although pay rate changes may be temporary), with the exception of associates on work furlough, which may be temporary. Bay Club anticipates being able to notify affected associates of their return to work status on or about August 1, 2020.

If you have any questions or want additional information concerning this matter, please contact Erin Rucker Oto, Senior Executive Vice President at 415.901.9252.

Sincerely,

A handwritten signature in black ink that reads "Kevin Klipfel".

Kevin Klipfel
Chief Financial Officer