



July 30, 2018

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

Mayor Ted Wheeler  
1221 SW 4<sup>th</sup> Ave., Room 340  
Portland, OR 97204

Mayor Lucy Vinis  
125 E. 8<sup>th</sup> St.  
Eugene, OR 97401

**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 began discontinuing operations on May 23, 2018 with all separations accomplished by October 1, 2018. This discontinuation has resulted in multiple layoffs. This notice is anticipated to be the final layoff notice for Boyd Coffee Company employees.

The expected date of the beginning of the position eliminations and layoffs is: September 28, 2018. The layoff is permanent. There will be no recall. There is no bumping with this final layoff.

The location of the facility affected for the majority of the employees is:

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

The location of the facility for one (1) affected Service Technician in Eugene, OR is:

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



Pursuant to Article 8.1 of the labor agreement, the layoffs will be conducted on a reverse seniority basis and will exclude from reverse seniority those positions specifically identified in the Collective Bargaining Agreement effective May 1, 2018. Attached as Schedule A is a list of the bargaining unit positions that will be affected by the layoff. The bargaining unit employees have bumping rights based on seniority. There are approximately 72 total bargaining unit employees. The union that represents employees is Teamsters, Local 206. The Chief Elected Official is:

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

The anticipated schedule for subsequent separations is: August 17, 2018 due to bumping rights. Schedule B lists the position titles of those less senior positions that might be affected

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](mailto:ann.nordquist@boyds.com) should you have any questions or need additional information.

Sincerely,

Ann Nordquist,  
Vice President of Human Resources