

19730 NE Sandy Boulevard Portland, Oregon 97230 tel 800 545-4077 fax 503 907-2742 www.boyds.com



WARN NO.  
2251 B

April 18, 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

**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.

The expected date of the beginning of the position eliminations and layoffs is: June 28- June 30, 2018 due to bumping. The layoff is permanent. There will be no recall.

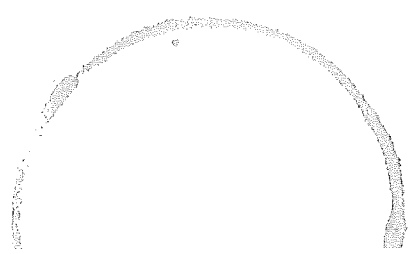
The location of the facility affected is:

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

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. There are approximately 72 bargaining unit employees.

The attached list, Schedule A, lists the bargaining unit 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 162<sup>nd</sup> Ave.,  
Portland, OR 97230





The anticipated schedule for subsequent separations is: June 28-June 30, 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





**Schedule A**

<b>Date(s) Of Implementation</b>	<b>Job Titles of Position(s) Affected</b>	<b># By Position Affected</b>
6/29/18	EQ Final Prep	1
6/29/18	Component Assembly	1
6/29/18	EQ Assembly	1
6/29/18	Test Line	1
6/29/18	EQ Receiving	1
6/29/18	EQ Shipping	1
6/29/18	Parts Cage	1
6/29/18	Service Technician	2

**Schedule B**

<b>Date(s) Of Implementation</b>	<b>Job Titles of Positions Affected</b>	<b>Number of Employees in Less Senior Positions</b>
6/28-6/30/18	Machine Operator	5
6/28-6/30/18	Equipment Shipper	1
6/28-6/30/18	Equipment Assembly	1
6/28-6/30/18	Component Assembly	1
		<b>Total 8*</b>
	• *Reducing 1 non-Boyd Temporary position	

