

WARN NO. 4198

April 1, 2020

VIA E-MAIL, FAX, FIRST CLASS MAIL AND CERTIFIED MAIL

John Asher, Rapid Response Coordinator  
Oregon Dislocated Worker Unit  
Oregon HECC – Office of Workforce Investments  
875 Union Street NE  
Salem, OR 97311  
Fax number: 503-947-1246  
Email: John.e.asher@oregon.gov

RE: Mass Layoff Notice Under the WARN Act  
R.L.K. and Company dba Timberline Lodge (ski resort located in Government Camp)

Dear Mr. Asher,

Due to unforeseeable business circumstances—Executive Order No. 20-12 (“Executive Order”) issued by Oregon Governor Kate Brown on March 23, 2020, prohibiting the operation of ski resorts in the State of Oregon, in addition to the sudden downturn in business as a result of the state of emergency declared by Governor Brown on March 8, 2020, due to the public health threat posed by the novel infectious coronavirus (COVID-19), and the subsequent prohibitions by the Governor on public gatherings of certain sizes in Oregon as a result of the state of emergency—R.L.K. and Company dba Timberline Lodge (“Timberline”) will experience a reduction in its workforce, and a number of Timberline employees will experience layoffs. Timberline provides the following information:

Name and address of the employment site where the mass layoff will occur: R.L.K. and Company dba Timberline Lodge, 27500 E Timberline Lodge Rd., Government Camp, OR 97028.

Name and phone number of a company official to contact for further information: Laura Bennett, Human Resources Manager at (503) 272-3157.

Statement as to whether the planned action is expected to be permanent or temporary: All affected employees have been or will be notified of their separation dates and that their separation from employment will be permanent.

Expected date of the first separation, and the anticipated schedule for subsequent separations: The first separations occurred on March 23, 2020, and additional separations are anticipated to be completed by March 31, 2020.

Job titles of positions to be affected, and the number of employees to be laid off in each job classification: [see attached]

Indication as to whether or not bumping rights exist: Timberline does not recognize strict seniority rights, but may take seniority into consideration as a factor in determining which employees to lay off and the timing of each employee's layoff. Seniority also will be considered as a factor in recalling employees, should Timberline be successful in maintaining operation of the facilities. However, seniority will be just one factor in these decisions, and other factors, such as business necessity, expertise, and past performance, also will be taken into account in making these decisions.

Name of each union representing affected employees: None.

Name and address of the chief elected officer of each union: None.

Sincerely,

Laura Bennett  
Human Resources Manager

Cc: Chief Elected Official  
County of Clackamas  
Jim Bernard, County Chair  
2051 Kaen Rd.  
Oregon City, OR 97045  
bcc@clackamas.us

Employer: RLK and Company

Job Titles:	Number of Employees Per Job Title
Accounting Cashier	2
Administrative Assistant	2
Application Support Specialist	1
Bartender	9
Bike Park/ Shuttle Ops Supervisor	1
Brewer	1
Busser/Server	59
Cake Delivery Driver	1
Catering Banquet Staff	7
Dishwasher	4
Environmental Coordinator	1
F & B Outlet Cashier	4
F & B Supervisor	2
Facilities Maintenance	4
Food and Beverage Management	7
Front Desk Associate	5
Front Desk Manager	1
Gas Attendant	2
Groomer	12
Guest Services	8
Host/Busser	4
Housekeeping Inspector	1
Housing Manager	1
Junior Instructor	15
Kitchen Supervisor	4
Lift Access	3
Lift Maintenance	9
Lift Operator	23
Line Cook	39
Linen Controller	1
Loader Operator	3
Lodge Attendant	5
Lodge Cleaner	15
Manager on Duty	4
Marketing	1
Mountain Operations Management	10
Night Auditor	1
Parking Lot Attendant	7
Pastry Chef	1
Phlox Hut Staff	3
Purchasing	2
Rental Shop Supervisor	2
Rental Shop Tech	14
Reservationist	1

Retail Associate	18
Retail Buyer	2
Retail Management	4
Room Attendant	3
Sales Manager	3
Shuttle Attendant	2
Shuttle Driver	2
Silcox Hut Host	6
Ski and Ride School Desk Staff	5
Ski and Ride School Supervisor	3
Ski and Snowboard Instructor	78
Ski Keep/ Boot Counter	2
Ski Patrol	15
Social Media Marketing Manager	1
Summer Ski Hill Coordinator	1
Summit Ski Base Area Lead	1
Terrain Park Attendant	17
Tube Hill Attendant	1
Vehicle Maintenance	4
Wine Program Manager	1

471 Total