



# MILFORD FABRICATING COMPANY

Vicki Enright, Director  
Workforce Transition Unit  
Michigan Department of Career Development  
201 North Washington Square  
Victor Building, 5<sup>th</sup> Floor  
Lansing, MI 48913

March 21, 2003

Dear Ms. Enright.

Regrettably, due to our current business circumstances, Milford Fabricating Company has found it necessary to layoff employees from their positions at the Company's facility located at 19200 Glendale Avenue, Detroit, MI 48223.

At the present time, it is hoped that business conditions will improve and the layoffs will be temporary. In the absence of such an improvement, however, the layoffs will be permanent

These layoffs will affect 84 employees. Exact dates of the layoffs have not been determined, but they will occur between May 25, 2003 and June 8, 2003.

To the extent that these layoffs may constitute a mass layoff under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill the Act's requirements. By providing this letter, however, Milford Fabricating Company does not concede that the Act applies or that notices are otherwise required.

If you would like further information please contact Ron Kardynski at 313-272-8400 ext. 161.

Very truly yours,

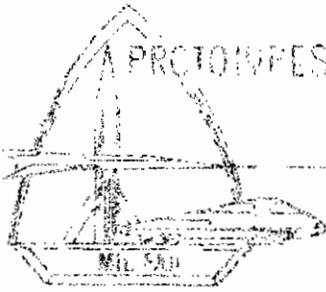
Michael C. Karwowski  
President

RECEIVED  
MDCD-OWD

MAR 25 2003

WORKFORCE TRANSITION

RECEIVED  
MDCD-OWD  
MAR 25 2003  
DIRECTOR'S OFFICE



# MILFORD FABRICATING COMPANY

RECEIVED  
MDCD-OWD

APR 02 2003

DIRECTOR'S OFFICE

March 31, 2003

Vicki Enright, Director  
Workforce Transition Unit  
Michigan Department of Career Development  
201 North Washington Square  
Victor Building, 5<sup>th</sup> Floor  
Lansing, MI 48913

RECEIVED  
MDCD-OWD

APR - 2 2003

WORKFORCE TRANSITION

Dear Ms. Enright:

Regrettably, due to our current business circumstances, Milford Fabricating Company has found it necessary to layoff employees from their positions at the Company's facility located at 19200 Glendale Avenue, Detroit, MI 48223.

At the present time, it is hoped that business conditions will improve and the layoffs will be temporary. In the absence of such an improvement, however, the layoffs will be permanent.

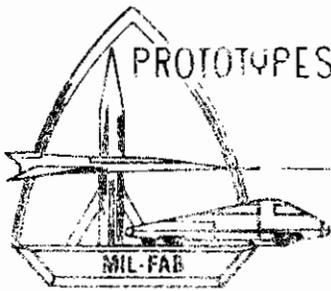
These layoffs will affect an additional five (5) employees from our last letter dated March 21, 2003. Exact dates of the layoffs have not been determined, but they will occur between June 01, 2003 and June 14, 2003.

To the extent that these layoffs may constitute a mass layoff under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill the Act's requirements. By providing this letter, however, Milford Fabricating Company does not concede that the Act applies or that notices are otherwise required.

If you would like further information please contact Ron Kardynski at 313-272-8400 ext. 161.

Very truly yours,

Ron Kardynski  
Manager, Human Resources



# MILFORD FABRICATING COMPANY

May 27, 2003

Vicki Enright, Director  
Workforce Transition Unit  
Michigan Department of Career Development  
201 North Washington Square  
Victor Building, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms Enright:

Regrettably, due to our current business circumstances, Milford Fabricating Company has found it necessary to layoff employees from their positions at the Company's facility located at 19200 Glendale Avenue, Detroit, MI 48223.

At the present time, it is hoped that business conditions will improve and the layoffs will be temporary. In the absence of such an improvement, however, the layoffs will be permanent.

These layoffs will affect thirty-six (36) employees. Exact dates of the layoffs have not been determined, but they will occur between July 27, 2003 and August 10, 2003.

To the extent that these layoffs may constitute a mass layoff under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill the Act's requirements. By providing this letter, however, Milford Fabricating Company does not concede that the Act applies or that notices are otherwise required.

If you would like further information please contact me at 313-272-8400 ext. 161.

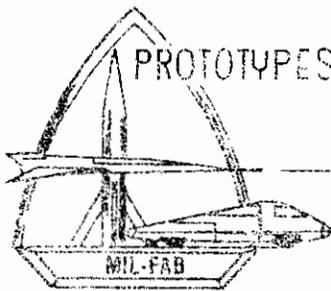
Very truly yours,

Ron Kardynski  
Manager, Human Resources

RECEIVED  
MDCD-OWD

MAY 29 2003

DIRECTOR'S OFFICE



PROTOTYPES FOR  
INDUSTRY

# MILFORD FABRICATING COMPANY

Vicki Enright  
Workforce Transition Unit  
Michigan Department of Career Works  
201 North Washington Square  
Victor Building, 5<sup>th</sup> Floor  
Lansing, MI 48913

July 14, 2003

RECEIVED  
MDCD-OWD  
JUL 15 2003  
DIRECTOR'S OFFICE

Re: New Notice for Postponement greater than 60 days plus updated  
business information

Dear Ms Enright:

On March 21, 2003 we sent you a notice intended to comply with the WARN Act, if applicable, that Milford Fabricating Company would be laying off a number of employees from the Company's facility at 19200 Glendale Avenue, Detroit, MI 48223. We later provided you with an update of additional employees to be affected. At this point, approximately 50 employees have been laid off, however, some of those given layoff notices remain employed. This letter is written to update you on the present status of the business and any changes in it that have occurred since the initial notice. It is also written to inform you of new WARN Act notices for a few additional employees and new notices for those employees previously notified that they would be laid off during the period ending July 20, 2003, but who will not be laid off for another 60 days because of available work.

Milford Fabricating has spent the last several months looking for new business in the prototype market as well as new business in different markets (production work) due to the technological changes that have resulted in the reduction of prototype business. We have been able to obtain a small amount of new business in the prototype market and continue efforts in that regard. We also continue to look for new business in the production market. However, due to business conditions, it does not expect that the majority of the laid off employees will be recalled in the near or even the distant future to their former full-time employment.

The union has been asked to notify its membership that have been or will be laid off that the likelihood of a recall to their former position is not high because the continued operations that Milford hopes to have will be in a significantly reduced capacity in production rather than prototype work.

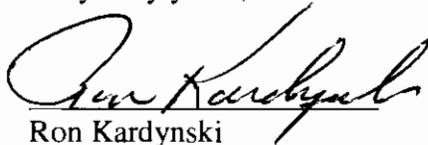
The number of employees to be affected by the upcoming layoffs are thirty five (35). This includes employees, both represented and unrepresented, who will be receiving either a first or a new WARN Act notice.

It is hoped that the layoffs of employees on the attached list from their positions at the Company's facility located at 19200 Glendale Avenue, Detroit, MI 48223 will be temporary. However, due to the market conditions explained above, it is more likely that the layoffs will be permanent. Represented employees may have some bumping rights under the existing contracts. Non-represented employees do not.

We have available on site the job titles of the positions to be affected and the number of employees in each job classification that will be affected and names and addresses of union representatives.

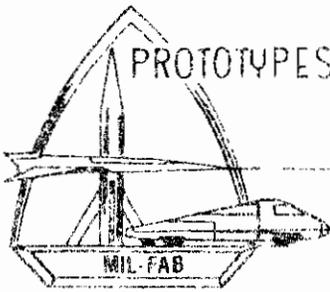
If you would like further information please contact me at 313-272-8400 ext 161.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Ron Kardynski".

Ron Kardynski  
Manager, Human Resources

cc: Mayor Kwame Kilpatrick  
Mr. Robert Ficano



PROTOTYPES FOR INDUSTRY

# MILFORD FABRICATING COMPANY

Ms. Vicki Enright  
Workforce Transition Unit  
Michigan Department of Career Works  
201 North Washington Square  
Victor Building, 5<sup>th</sup> Floor  
Lansing, MI 48913

August 4, 2003

RECEIVED  
MDOD-OWD

AUG 7 2003

WORKFORCE TRANSITION

RECEIVED  
MDOD-OWD

AUG 06 2003

DIRECTOR'S OFFICE

Re: 60 Days Advance Notice of Operational or Product Change  
And  
Re: 60 Days Advance Notice of Shutdown of Sheet Metal Operating Unit

Dear Ms. Enright:

As we informed you earlier this month (and in prior notices) in our notice dated July 14, 2003, Milford Fabricating Company has been laying off employees due to a reduction of its business in the prototype market at the Company's facility located at 19200 Glendale Avenue, Detroit, MI 48223. Looking forward sixty days, there are two "operational unit" shutdowns that may be considered closings at that site under the WARN Act for which this notice is being given. These operational unit shutdowns that are expected to occur during the period October 6-20 of 2003 affect all employees (approximately 200) that are represented by UAW local 274. It will also affect approximately 32 non bargaining unit employees. To the extent that the WARN Act applies, this is a notice of these shutdowns.

Notice of the operational unit shutdowns does not change or affect the dates of the presently scheduled layoffs of employees. Unless there is (or has been) a change in circumstances, employees will be laid off (or have been laid off) in accordance with the dates that the union or the employee were previously given. This notice is given to inform you of the date of operational shutdowns which will be followed by our change to production work.

**Change of operations/ terms of employment.** By mid-October of 2003, Milford Fabricating Company expects to switch its operations from prototype to primarily production work, although Milford may be in the process of completing committed prototype work. At that time, Milford Fabricating Company predicts that it will only have available for employees represented by local 174, approximately 26 non-skilled and skilled bargaining unit positions (3 to 6 additional skilled employees may still be winding up prototype work through October and potentially November and will be laid off as notified). As the production work increases, we hope to recall additional employees and predict that recall will be for primarily production utility positions.

8/7/03  
EL

*Continuation of previous  
waiting for Ron to clarify*

Following the switch to production work in mid-October, it is not likely that members on layoff will be recalled to their former position as it previously existed. Recall rights and other employment terms of all represented employees (i.e., those on layoff and those actively employed) will be determined by upcoming contract negotiations. You have already received WARN Act notices of mass layoffs (rather than this notice of operational changes). Some layoffs have already occurred and some are scheduled to occur. As stated previously, these dates will not change due to this notice. Milford Fabricating Co. has notified the union, which includes both active employees and all employees with recall rights that have already been laid off (approximately 200 employees), that recall rights, the work, and the number and type of positions available by mid-October of 2003 will be different and are expected to be as set forth below and under Attachment A. The union has also notified that the length of the layoffs are indefinite and recall depends on the volume of new production work and the outcome of our contract negotiations.

The attached list sets forth the job titles of the positions that will be permanently eliminated following the cessation of prototype work and the names of the employees currently holding affected jobs, including those presently on layoff. In addition, the list includes the job titles of the positions that will be affected by a reduction in the number of positions that will be available and the names of the employees holding those jobs, including those on layoff. The employees that have not been laid off are listed and if scheduled for layoff, the projected dates are provided. (These may be extended) Also included are the job titles that are expected to exist following the change to production work in October of 2003. The names included with certain job titles, particularly those skilled positions that will continue to exist, are the persons currently holding those jobs. If some positions of a group are remaining, the most senior person in the position will remain employed, unless bumped by a more senior person with qualifications for that skilled work. For the production utility work available, bumping rights under the present contract allow the most senior employees to bid for the work. There should be approximately 6-10 production utility positions. Thus, in addition to the seven production utility positions that presently exist, there may be a few more in October, depending on the new work obtained. The company is presently negotiating with the union whether the bidding process for this work will be by plant-wide seniority. Skilled workers (except as noted on the list) may need to choose either a non-skilled position or a layoff. Recall rights will be determined by the new contract.

Finally, approximately 32 employees that are not represented by the union have been notified that their layoff will be permanent effective October 15, 2003 due to the change in operations which will cause the operational shutdowns. The job titles and names of these individuals are available upon request or can be obtained at the work site.

**Sheet metal operations shutdown.** As a result of switching its operations to production work, Milford Fabricating Co. will discontinue sheet metal operations and shut down that unit at the Glendale Avenue facility on or about October 6, 2003. Remaining employees in the sheet metal operations will be laid off as stated in previous WARN Act notices or, they have already been laid off. Since this may be the shutdown

of an operating unit affecting 50 or more employees, this notice is issued as a WARN ACT notice. While these employees are included in the larger group of employees identified above as affected employees, the number of employees affected by the cessation of sheet metal production employees is 59 and it includes those employees that are presently employed in that operating unit as well as those who are presently on layoff that were formerly employed in that unit. (Many of these employees received WARN Act notices of a mass layoff and have either been laid off and/or are scheduled for layoff. Those dates remain the same and are not affected by this notice.) Again, the union was notified and told that this affects the entire membership, including those on layoff with recall rights.

The shutdown of sheet metal operations at the Company's facility located at 19200 Glendale Avenue, Detroit, MI 48223 is expected to be permanent.

The attached list includes the job titles of the positions affected in the sheet metal group and the names of the employees currently holding affected jobs. The employees on the list that are still presently working have already been notified of their layoff date. All employees on the list have bumping rights under the applicable collective bargaining agreement (the present contract) and may bid for open jobs. Should the individuals with bumping rights exercise their rights, an employee with less seniority may be affected. These bumping rights may be affected by contract negotiations.

To the extent that the WARN Act may apply, this letter is intended to satisfy the WARN Act. If you would like further information please contact me at 313-272-8400 ext 161. You may also wish to contact the Michigan Department of Careers, Workforce Transition Unit at 517-373-6234.

Very truly yours,



Ron Kardynski  
Manager, Human Resources

cc: Mayor Kwame Kilpatrick  
Mr. Robert Ficano