

July 13, 2016

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WIA

WORKFORCE PROGRAMS

VIA Fax (517) 373-7794
E Mail: johnsonk2@michigan.gov
& U.S. Mail

Workforce Development Agency, State of Michigan
Rapid Response Section; ATTN: Krista Johnson
201 N. Washington Square, 5th Floor
Lansing, MI 48913

Re: **WARN NOTIFICATION; Martinrea Hot Stampings, Inc.**
19200 Glendale Avenue, Detroit, MI 48223

Dear Ms. Johnson:

After the July 1, 2016, WARN Notice, we received information that Fiat Chrysler Automobiles' ("FCA") Sterling Heights Assembly Plant ("SHAP") is further reducing its production schedule and orders from us and FCA will be removing certain of its tooling related to other product lines as early as this week. Accordingly, given these sudden, dramatic and unexpected changes in business circumstances, it has become necessary to layoff Local 174 represented employees with less than 60 days' notice. These circumstances were not reasonably foreseeable and we are providing as much notice as is practicable pursuant to the Worker Adjustment and Retraining Act of 1988 ("WARN") and the unforeseeable business circumstances exception (20 CFR section 639.9 (b)).

We anticipate separations related to these layoffs will occur as early as during a fourteen (14) day period beginning on July 18, 2016. The schedule for separations of union represented employees will be on the basis of seniority and pursuant to the collective bargaining agreement ("CBA"). These layoffs are expected to be permanent. Attached is a listing of the job classifications/job titles that will be affected and the number of affected employees in each job classification. (See Attachment A).

Affected employees are represented by Local 174 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and have bumping rights. By letter of this date, the union representative of all affected represented employees has been notified:

President Dennis Williams UAW 8000 East Jefferson Detroit, MI 48214	Roderick Heard UAW Region 1A, International Representative 9650 S. Telegraph Road Taylor, MI 48180	Chairperson/Pres.Shannon Conry UAW Local 174 19200 Glendale Avenue Detroit, MI 48223
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No unrepresented employees will be affected.

If you have any questions or want additional information concerning this matter, please contact **Dana Beaurem, HR Manager**, Martinrea Hot Stampings, Inc., 19200 Glendale Avenue, Detroit, MI 48223, (313) 272-8400 Ext. 261; Email: dana.beaurem@martinrea.com.

Sincerely,

Dana Beaurem
Human Resource Manager

**Attachment A to July 13, 2016, WARN Notice
due to unforeseeable business circumstances
Martinrea Hot Stampings, Inc.
19200 Glendale Avenue, Detroit, MI. 48223**

Employees Represented by UAW Local 174

Job Classifications	Number of Affected Employees
Skilled Trades	
Mechanical Maintenance	0
Electrical Maintenance	0
Tooling Maintenance	0
Tooling/Electrical Maintenance Apprentice	0
Skilled	
Laser Tech	0
CMM	0
Quality Lab Techs	0
Progressive Press Operator	4
Shipping Associates	0
Weld Techs	2
Blank Weld Operators	3
HS Line Tech	6
Quality Auditor	0
Weld Validation Tech	1
Material Handler	4
Production	
Production Utility	12