

Received - 12/6/2023 (USPS)



December 1, 2023

**Via E-Mail (howardj24@michigan.gov & LEO-RapidResponseCommunications@Michigan.gov), return receipt requested, and Certified Mail, return receipt requested**

TAA/Rapid Response Section  
Workforce Development  
Michigan Department of Labor and Economic Opportunity  
201 N. Washington Square, 4<sup>th</sup> Floor  
Lansing, MI 48913

Re: Announcement of Additional Planned Action in Lake Orion, Michigan

Dear Sir or Madam:

Consistent with the Workers Adjustment and Retraining Notification Act ("WARN") and any similar Michigan law, we are writing to inform you that General Motors Subsystems LLC's facility located 4555 Giddings Road, Lake Orion, Michigan 48359 ("Orion Subsystem facility") will be laying off indefinitely a group of employees commencing on January 15, 2024, or within thirteen (13) days thereafter.

These layoffs are in addition to the Planned Action at the Orion Subsystem facility that was announced via correspondence dated October 24, 2023. We were unable to provide more notice of this Additional Planned Action because the most recent Collective Bargaining Agreement was not ratified until approximately a week ago. Once ratified, we had to identify the structural changes to the workforce at the Orion Subsystem facility with the inclusion of Subsystems into the bargaining unit, and determine what layoffs were required by the structural changes. We are providing as much notice as is practicable under the circumstances. These layoffs are expected to be indefinite at the Orion Subsystem facility unless the affected employees receive an offer to work at a different company location.

The expected layoff date will be January 15, 2024. The Orion Subsystem facility will continue to operate in a retooling and maintenance capacity after these indefinite layoffs. The affected employees' Union representatives have been notified of their layoff dates.

The attached Exhibit A is a list of the job classifications and number of individuals in those job classifications who will be affected by the indefinite layoffs commencing on January 15, 2024, or the thirteen (13) days thereafter.

The affected employees have contractual levelling (bumping) rights under their Collective Bargaining Agreement. It is possible that placement opportunities in other local GM plants will be available for most, if not all, of the affected employees.



The affected employees are represented by United Auto Workers, Local 5960 and the United Auto Workers International Union. The Chief Union official for Local 5960 is Shop Chairperson James Woodward and his address is 180 E. Silverbell Rd., Lake Orion, MI 48360. The Chief Union official of the UAW International is President Shawn Fain and his address is United Auto workers International 8000 East Jefferson, Detroit, MI 48214.

Employees laid off as a result of this action may be eligible to receive State Unemployment Compensation and/or Supplemental Unemployment Benefits in accordance with their existing Collective Bargaining Agreement.

If you have any questions or want additional information concerning this matter, please contact Justin Wicker, Director Human Resources - Labor Relations, at 248-602-7092 or [justin.wicker@gm.com](mailto:justin.wicker@gm.com).

Sincerely,

A handwritten signature in black ink, appearing to read 'Justin Wicker', written over a horizontal line. Below the signature, the date '12/1/2023' is handwritten.

Director Human Resources - Labor  
Relations

cc: The Honorable Jerry Narsh, President, Lake Orion Village Council (via Certified Mail, return receipt requested); Honorable David Coulter, County Executive of Oakland County (via Certified Mail, return receipt requested)

Jerry Narsh, President, Lake Orion Village Council  
21 East Church Street  
Lake Orion, MI 48362

David Coulter, County Executive of Oakland County  
2100 Pontiac Lake Road, Building 41W  
Waterford, MI 48328



**EXHIBIT A**

The following job classifications and numbers will be indefinitely laid off on January 15, 2024, or within the thirteen (13) days thereafter:

<b>Job Classification</b>	<b>Number Affected</b>
Subsystems Operator	29
Battery Assembly Operator	5
<b>Total</b>	<b>34</b>