



April 24, 2020

VIA EMAIL: (TAA@michigan.gov)

Jimelle Blakley,
State Rapid Response Coordinator
Department of Labor and Economic Opportunity, Workforce Development
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913

RE: The Hertz Corporation: Federal WARN Notice to State Dislocated Workers Unit

Dear Mr. Blakley:

The COVID-19 public health crisis continues to have a profound and sustained adverse impact on the global economy in general and the rental car industry specifically. The rapid and drastic decline in travel volumes due to COVID-19, have caused car rental bookings to fall off dramatically, causing unforeseen business circumstances that were not reasonably foreseeable at the time that notice may have been required under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§2101-09 (the WARN Act) and/or any applicable state law.

Please accept this letter as The Hertz Corporation's WARN notice, to the extent one is necessary:

1. Location(s) where layoffs will occur:

The employment site where the mass layoff will occur is the Company's facility located at:

Detroit Metropolitan Wayne County Airport
11050 Rogell Drive #602
Detroit, MI 482242

2. Contact Information: The Company representative to contact for further information and who shall serve as the Company's liaison with for purpose of providing rapid response services to affected employees is:

Karen Gittleman
8501 Williams Road
Esterro, FL 33928
Tel: (239) 301-7018
Email: KGittleman@hertz.com



3. **Affected employees:** Enclosed is a list of job titles of positions to be affected, and the number of affected employees in each job classification.
4. **Expected Date and Duration of Layoff:** The mass layoff is scheduled to commence on April 14, 2020, and affected non-union employees are scheduled to be permanently laid off from the Company between April 14, 2020 and April 20, 2020.

Recall rights are specified in the applicable collective bargaining agreements (CBA) covering those employees. If we are unable to recall union employees prior to the expiration of the applicable CBA recall period, then these layoffs will be permanent.

5. **Bumping Rights:** Affected employees represented by a union may have bumping rights under their respective Collective Bargaining Agreements. Where an employee has bumping rights, it is noted below. Affected employees not represented by a union do not have bumping rights.

The CBA does does not contains bumping rights

The following job classifications have bumping rights:

- Customer Service Representative/Rental Representative
- Flex Service Representative
- Gold Choice/Greeter/Platinum Representative
- Instant Return Representative
- Mechanic
- Vehicle Service Attendant
- Transporter/Hiker
- Utility
- Courtesy Bus Drivers

6. **Bargaining Representatives:** Affected employees covered by a Collective Bargaining Agreement are represented by the below Union(s); the Union's business representative is also listed below:

Kevin Moore
President, IBT, Local 299
2741 Trumbull Avenue
Detroit, MI 48216



The Union has been notified of the affected employees' layoff dates. All affected employees have also been individually notified of their scheduled layoff dates. Notice has also been sent to the appropriate local elected official.

If there is any additional information I can provide, please do not hesitate to contact me.

Regards,

A handwritten signature in blue ink, consisting of several overlapping loops and a final downward stroke.

Randall J. White
Vice President & Associate General Counsel
Labor & Employment

Enclosure

Job Classifications of Affected Employees	Number of Affected Employee in Each Classification
Bus Mechanic	1
Combination Worker	4
Counter Sales Rep	2
Courtesy Bus Driver	33
Customer Care Rep	19
Instant Return Rep	2
Lot Attendant	5
Mechanic	7
Mgr Busing	1
Mgr Counter	3
Mgr Damage Appraisal	1
Mrg Lot	4
Mgr Site Function	1
Staff Assistant	1
Vehicle Service Attn	22