

**From:** [Tina McCray](#)  
**To:** [abell3@waynecounty.com](mailto:abell3@waynecounty.com); [Howard, Jimelle \(LEO\)](#); [Marcotte, Brian \(LEO\)](#)  
**Subject:** SP Plus Warn Notice  
**Date:** Thursday, September 24, 2020 12:12:01 PM

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Dear Distinguished Members,

SP+ provides parking management services, including vehicle parking and valet services, to the Renaissance Center at 400 Renaissance Center Detroit, MI 48243. Pursuant to the Worker Adjustment and Retraining Act of 1988 (the "WARN Act"), this letter is to inform you that the SP+ employees who were temporarily laid off from the Renaissance Center during the period between March 23 and April 5, including one additional employee laid off on or about June 12, 2020, are being permanently separated, effective today. A list of the job titles of the employees who will be affected by this layoff, and the number of employees within each job title, is attached.

SP+ has laid off 95 employees. We expected the layoffs to be temporary and last less than six months. Since that time, however, the duration and severity of the COVID-19 pandemic, including its impact on the travel business has required us to reassess our outlook. We remain unsure if and when the Company will again staff its positions at the airport. It is possible that these positions will return, but the timing of that action, if it occurs, is unknown at this time. Accordingly, although we had believed that the previous layoffs would only be temporary, we must now conclude that those layoffs will be permanent and the employees who worked at the above-referenced locations will be separated from SP+ effective today. We were unable to provide more notice of this action because the events set forth above, all of which are outside of our control, were not reasonably foreseeable.

There are a number of impacted employees who are represented by Teamsters Union Local 283, including employees in the valet classification. Any rights that these union represented employees may have to bump or displace other employees are governed by the Union's collective bargaining with the Company. Notice has been provided to the Union c/o Steve Hicks ([sjh29@aol.com](mailto:sjh29@aol.com))

The other impacted employees who are not subject to a Collective Bargaining Agreement will not have any right to bump other employees.

You may direct further inquiries about this matter to Colleen Kozak, Vice President of Human Resources via e-mail: [ckozak@spplus.com](mailto:ckozak@spplus.com) or phone: (312) 274-2000.

Sincerely,

**SP+ Corporation**

## Impacted Positions

ASSISTANT FACILITY MANAGER	4
ATTENDANT	1
CASHIER	7
CLERK	1
GREETER	5
SHUTTLE DRIVER	1
SPECIAL EVENTS	30
SUPERVISOR	4
VALET	42

### Tina McCray-Newbill

Director, Regional Human Resources



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#### **SP+ Corporation**

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[spplus.com](http://spplus.com) | [parking.com](http://parking.com) | [bagsinc.com](http://bagsinc.com)

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