



October 7, 2020

SENT VIA: First Class Mail and Electronic Mail

Jamille Howard Manager
Department of Labor and Economic Opportunity,
Workforce Development
201 N. Washington Square, 5th Floor
Lansing, MI 48913
VIA Mail and EMAIL TO
LEO-RapidResponseCommunications@Michigan.gov

Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development – Targeted Services
Division
201 N. Washington Square, 5th Floor
Lansing, MI 48913
Email: taa@michigan.gov; marcotteb1@michigan.gov

Mayor Andy Schor
Office of the Mayor
124 W. Michigan Avenue, 9th Floor
Lansing, MI 48933
Email: Lansing.Mayor@lansingmi.gov

RE: Lansing Entertainment and Public Facilities Authority Notice of Indefinite Layoff

Dear Sir/Madam:

This letter is notice that Lansing Entertainment and Public Facilities Authority ("LEPFA") is taking job actions in relation to employees at the LEPFA, whose address is 333 E Michigan Avenue: Lansing, Michigan 48933.

On April 3, 2020 virtually all of LEPFA's employees were temporarily laid off due to Covid-19. However, due to circumstances that were not reasonably foreseeable, this notice is to advise you that these layoffs will be indefinite and are expected to last beyond six months. It was impossible to foresee how significantly and for how long a time the pandemic and related Executive Orders would impact LEPFA's business. We could not anticipate that the Executive Orders, initially issued for short durations, would spread through the country, and be repeatedly extended in our state.

We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action but were unable to do so due to the circumstances caused by the novel coronavirus epidemic national disaster and national emergency.

We will experience a reduction in our workforce for some time and a number of LEPFA employees will experience extended layoffs. We are providing this notice of the conversion of the temporary leave to an indefinite leave because the Worker Adjustment and Retraining Notification (WARN) Act encourages employers to provide information even when a notice requirement does not exist. The provision of this notice does not constitute an acknowledgement by LEPFA that it has any obligations under the WARN Act in the event the effect of the layoffs are such that the WARN Act requirements do not apply, which they do not due to the unforeseen nature of the layoffs as described in this letter.

Lansing Entertainment & Public Facilities Authority



333 E. Michigan Avenue, Lansing, MI 48933
Ph.: (517) 483-7400 | Fax: (517) 483-7439
www.lepfa.com



Please be advised that LEPFA nor its facilities or events are closing. LEPFA intends to recall/rehire for impacted positions when COVID-19 pandemic and economic conditions permit.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for the indefinite layoffs; the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available +and broken down by location if multiple locations are involved. Our union represented employees may have bumping rights pursuant to the collective bargaining agreements entered into between LEPFA and their unions, which they may avail themselves of.

The information provided in this notice is based on the best information available to us at this time. To the extent that LEPFA's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements.

As stated above, we are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the pandemic and related governmental orders would impact our business. We also did not foresee that COVID-related orders, initially issued for short durations in only a few cities, would spread throughout the country and be repeatedly extended. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and national emergency.

Should you wish further information, please contact me at 517.908.4008.

Sincerely,



Scott Keith
President & CEO

cc: Leaders of the following Unions:

- Mr. Scott Dedic, UAW Local 2256
- Mr. Matthew Woolman, IATSE & MPMT, Local M274
- Dr. Dirk Spillemaekers, AMTA

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