



MAPAL Inc.
Precision Cutting Tools

July 14, 2020

Jimelle Howard, Manager
Department of Labor and Economic Opportunity, Workforce Development
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913
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Robert Lewandowski, Jr.
Port Huron Township Supervisor
3800 Lapeer Road
Port Huron Township, Michigan 48060

RE: Notification of Layoffs at MAPAL Inc. located at 4032 Dove Road, Port Huron, Michigan 48060

MAPAL Inc.'s Port Huron facility has been critically impacted by the COVID-19 pandemic, and pursuant to any requirement that may exist under the Federal Worker Adjustment Retraining and Notification Act (WARN), this letter is to provide notice about layoffs that we have and will continue to conduct over the coming months.

MAPAL Inc.'s Port Huron Michigan location has employees both covered and not covered by a Collective Bargaining Agreement (CBA). At the onset of the pandemic, employees of both categories were temporarily laid off due to the sudden, dramatic and unexpected decline in business conditions and the requirements contained within the Governor Gretchen Whitmer's Executive Orders. Unfortunately, MAPAL Inc. continues to experience a significant, reduced demand for our products and, equally important, an unknown future demand due to the worldwide COVID-19 pandemic. This continued negative impact from the pandemic was and is out of MAPAL Inc.'s control and was not reasonably foreseeable. As a result, we now believe that the temporary layoffs that began on March 24, 2020 will exceed six months and in some cases be permanent due to the elimination of positions.

Because we have employees covered and not covered by a CBA who may have bumping rights under the CBA, we are not able to identify all of the specific employees who may be impacted by the permanency of layoffs and/or elimination of positions. Moreover, due to the volatile nature of the world wide pandemic, we also may have additional positions from both employee groups that may need to be reduced or eliminated over the next six months and are dependent on unknown business and pandemic conditions.



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MAPAL Inc. would have liked to have given more notice of this action, but was unable to do so because of how quickly and unexpectedly its business operations were and continue to be negatively impacted by the COVID-19 pandemic.

The listing included in this notice identifies the position titles of the non-union position(s) and the number of employees in those position(s) who will or may be affected by the planned action. The represented employees that may have bumping rights are identified as Production and Maintenance positions with the number to be reduced.

Name of MAPAL Inc. representative to contact for further information:

Mary Gilbert, Human Resource Manager
MAPAL Inc., 4032 Dove Road Port Huron, Michigan 48060
810-364-1551
mary.gilbert@mapal.com

Notices are also being sent to:

Frank Stuglin, UAW Region 1 Director
27800 George Merrelli Drive
Warren, MI 48092
(586) 427-9200
UAWRegion1@uaw.net

Jessie Wilson, UAW Local 375 President
Jessie.wilson@fca.com
Matt Crowe, UAW Local 375 MAPAL Inc. Shop Chair
Matt.crowe@mapal.com

The information in this notice is based upon the best information available to MAPAL Inc. as of this date and is being provided as promptly as practicable due to the current business conditions. If you have any questions or would like further information, please feel free to contact me at (810) 364-1551.

Best Regards,

Mary Gilbert
Human Resource Manager



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Non-Represented (Employees receiving initial WARN notification)	
Position	# of Employees
Commercial Representative	3
Technical Representative	3
Executive Assistant	1
Business Development Manager	1
Buyer	1
Design Engineer	1
Inspection Analyst	1
Inside Sales Representative	1
ITS Repair Technician	1
OPT Specialist	1
Quality Coordinator	2
Sales Application Engineer	6
Materials Coordinator	1
Shipping/Receiving Clerk	1
Logistics Coordinator	1
SAP Process/Key User	1
Accounting Assistant	1
Process Coordinator	1

Represented (Employees receiving initial WARN notification) UAW Local #375	
Position	# of Employees
Production and Maintenance Positions – Bumping rights	22