



May 15, 2020

[Steven Gustafson](#), State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137
By email: WARNnotices@deo.myflorida.com

Sean Butler
Local Chair
Workforce Development Board – Hillsborough County
CareerSource Tampa Bay
4902 Eisenhower Blvd., Suite 250
Tampa, FL 33634
By email: butlerse@careersourcetampabay.com

Mayor Jane Castor
City of Tampa
306 East Jackson Street
Tampa, FL 33602
By email: jane.castor@tampagov.net

Lesley Miller
Chairman, County Board of Commissioners
601 E. Kennedy Blvd.
Tampa, FL 33602
Via website: https://hcflgov.formstack.com/forms/contact_commissioner?field51883190=3

Dear Madam / Sir:

This letter is notice that Air Canada ("Company") will be temporarily placing employees who work at its Tampa Call Centre located at 1410 N. Westshore Blvd Suite 700 Tampa FL 33607, on unpaid furloughs, or for employees represented by a Union, on Off-Duty Status without Pay, as set forth in the applicable Collective Bargaining Agreement.

There are expected to be up to 70 employees affected at this employment site. The first furlough at this site is expected to occur between July 1, 2020 and September 1, 2020. It should be noted that these actions will continue indefinitely but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act or other applicable laws, we thought it appropriate to give you this notice. We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); 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.

We will be giving appropriate notice to the affected workers and any relevant union representatives.

Should you wish further information, please contact me at the following phone number: 813-287-3891.

Sincerely,

Yasmine Francois
Manager, Employee Services - USA