

5-6-19



Our Kids

of Miami-Dade/Monroe, Inc.

401 NW 2ND AVE, SOUTH TOWER 10TH FLOOR • MIAMI, FL 33128
MAILING ADDRESS ▶ P.O. BOX 010951 • MIAMI, FL 33101
P: 305.455.6000 • F: 305.377.7029 • WWW.OURKIDS.US

April 29, 2019

VIA ELECTRONIC CORRESPONDENCE

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2018-2019

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Michael C. Williams
President and CEO

Steven Gustafson, State Trade & Rapid Response Coordinator
WARNnotices@deo.myflorida.com
REACT Program
MSC 229t0
107 E. Madison Street, MSC 229
Tallahassee, FL 32399-4137

*RE: Notice of Closure of Our Kids of Miami-Dade/Monroe located at
401 NW 2nd Ave # S10, Miami, FL 33128*

To Whom It May Concern:

Our Kids of Miami-Dade/Monroe ("Our Kids") was recently informed that its contract with the Department of Children and Families ("DCF") would not be renewed, effective June 30, 2019. Therefore, we regret to inform you that all Our Kids employees will be laid off as a result.

Accordingly, we are sending you this notice to satisfy the requirements of the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. ("WARN").

1. As a result of the non-renewal described above, Our Kids expects to permanently terminate the employment of approximately 150 of its employees as of June 30th, with approximately 10 to 15 employees being retained for a short period of time to wind down the operations. It is our understanding that displaced employees will have the opportunity to apply for positions with the new contractor. Moreover, the new Contractor is presently negotiating its contract with DCF and that contract will begin on July 1, 2019 to ensure the continuity of care for the children and families in Miami-Dade County.

2. The employees were advised of the anticipated separation and the separation date in writing on April 29, 2019, pursuant to the requirements of WARN, and they had been previously advised of the same at an all-staff meeting held on April 10th. See attached WARN notice.

3. Our Kids employees are not represented by a union, and there are no bumping rights applicable to these employees.

If you have any questions or for further information, please contact Annette Jose. Ms. Jose can be reached via e-mail at josea@ourkids.us, her office is located at 401 N.W. 2nd Avenue, South Tower 10th Floor, Miami, Fla. 33128. She can also be reached by phone at (305) 455-6262.

Sincerely,

Michael C. Williams, President and Chief Executive Officer
Our Kids of Miami-Dade/Monroe, Inc.





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April 29, 2019

VIA ELECTRONIC CORRESPONDENCE

TO ALL OUR KIDS EMPLOYEES

Dear Our Kids Staff:

As we previously advised on April 10, 2019, notwithstanding extensive discussions with the Department of Children and Families, we are confirming that the Our Kids' contract with them will expire on June 30, 2019, and will not be renewed. Obviously, we are all very disappointed. Therefore, it is with great regret that we must notify you that Our Kids will be shutting down our operations at all sites, effective June 30, 2019, and, as such, you will be laid off as of June 30, 2019. These layoffs are expected to be permanent and are characterized as a "plant closing" and a "mass layoff" pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. Section 2101, et seq. There will be a few administrative employees who will remain for a brief period to wind down the operations. There are no bumping rights.

Please note that Florida has a state dislocated worker assistance program. Assistance and/or information related to this Program can be found at:

Agency for Workforce Innovation
REACT Program
MSC 229
107 East Madison Street
Tallahassee, Fla. 32399-4137
850-245-7105
<http://www.floridajobs.org/>

If you have any questions with respect to this matter, please contact Annette Jose. Ms. Jose can be reached via e-mail at josea@ourkids.us, her office is located at 401 N.W. 2nd Avenue, South Tower 10th Floor, Miami, Fla. 33128. She can also be reached by phone at (305) 455-6262.

Sincerely,

Michael C. Williams
President & CEO

Received by _____ (Employee Signature) on _____ (Date).



Our Kids of Miami-Dade/Monroe
401 NW 2nd Ave. # 510, Miami, FL 33128

Please see attached list of job titles affected. Please note that of the 162 employees on the list 144 were offered to continue employment with the new lead agency for Miami-Dade and Monroe. There were 18 Our Kids' employees who did not receive an offer letter from the new provider and an additional 9 who did not wish to interview with the new provider.

The number of employees affected in each job classification are:

- 11 – Executive/Senior Level Officials/Manager
- 3 – First/Mid-Level Officials & Managers
- 12 – Professionals
- 1 – Office/Clerical

Please let me know if you need further information.

Regards,