



July 27, 2020

Via email: WARNnotices@deo.myflorida.com and Overnight Delivery

Steven Gustafson
State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E Madison Street
Tallahassee, FL 32399-4137

Re: Announcement of Planned Action

Dear Mr. Gustafson:

I am writing on behalf of Silver Airways to give you notice that there will be a mass layoff at the TPA airport facility located at 4001 Bessie Coleman Blvd in Tampa, FL 33607 on October 1, 2020. This mass layoff is expected to be permanent.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment on October 1, 2020.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff on October 1, 2020:

Job Title	Number of Affected Individuals
A&P Mechanic	3
Cross Utilized Agent	1
Customer Service Agent	3
Operations Agent	2
Ramp Agent	4
Station Supervisor	1
Station Supervisor GSC	1
Inflight Base Supervisor	1
Flight Ops Pilots	29
Flight Attendant	10

There will be bumping rights for the affected Pilot and Flight Attendant employees consistent with the applicable collective bargaining contract. There will not be any bumping rights for non-union employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

We have notified Captain Richard Green Executive Committee Chairman of IBT local 1224 representing the Silver Airways Pilots and Ms. Shanie Peralta, AFA-CWA LEC/MEC President Council 83 representing the Silver Airways Flight Attendants of this information at the following addresses

Captain Richard Green
Executive Council Chairman
Silver Airways
Teamster Local 1224
4709 Stoney Trace
Tallahassee, FL 32309
rgreen@apa1224.org

Ms. Shanie Peralta
AFA-CWA LEC/MEC President
Council 83, Silver Airways
1021 S Park Ave, Apt 1005
Titusville, FL 32780
mecp@afasilver.com

If you have any questions or want additional information concerning this matter, please contact Alfred Alvarez Director, Human Resources at 954-880-9732.

Sincerely,

Alfred Alvarez
Director, Human Resources
Silver Airways

cc: The Honorable Jane Castor – Mayor
City of Tampa
Tampa Municipal Office Building
306 East Jackson Street
Tampa, FL 33602