



June 22, 2020

Via email: WARNnotices@deo.myflorida.com

Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC229
107 E Madison St
Tallahassee, FL 32399-4137

Re: Announcement of Mass Layoff

Dear Mr. Gustafson:

Swissport SAUSA ("Swissport") is writing to give you notice of a Mass Layoff of Employees providing groundhandling services at Orlando International Airport (MCO). The affected Swissport employment sites are located at: Orlando International Airport (8684 Bear Rd, Suite 600 Orlando, FL 32827).

COVID-19 has immensely impacted air travel globally in the past few weeks. Many flights have been cancelled and multiple international carriers have suspended operations. Due to the cancellation of these flights, Swissport is unable to sustain the workforce it currently has at MCO without revenue from the airlines. Because this impact to the business was unforeseeable, Swissport was unable to provide the required 60-day notice under the State WARN Act. Layoffs began on 5/1/20. We are not able to accurately predict a schedule for making separations of employment, but it is anticipated all employees will be separated by the end of June 2020. A list of job titles and numbers of affected employees is attached as Schedule A.

All affected employees and their bargaining representative have been notified either in-person or via first class mail of their layoff and that their separation from employment will be temporary. All other notices required under state and federal law are also being sent contemporaneously on 6/25/20..

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of these layoffs.

To the extent that the above actions constitute a covered event under the Federal and/or State Worker Adjustment and Retraining Notification Act or any other law requiring advance notice, this letter is intended to fulfill any requirements of such laws. By providing this information, however, Swissport does not concede that such laws apply or that notice is required.

If you have any questions or would like additional information concerning this matter, please contact Meredith Csobadi, Human Resource Manager, Orlando International Airport, Meredith.csobadi@swissport.com, (407) 825-2869. The non-management employees affected by

the layoff are represented for purposes of collective bargaining by Transport Workers Union of America located at 2395 N Courtenay Parkway, Suite 104 Merritt Island, FL 32952. The President of the Union is Kevin Smith Twu525@cfl.rr.com.

Sincerely,

A handwritten signature in black ink, appearing to read 'MCS', is positioned above the printed name.

Meredith Csobadi
HR Manager

Attachments:

Schedule A (List of Job Titles and Number of Employees Affected)

SCHEDULE A - LIST OF JOB TITLES AND NUMBER OF AFFECTED EMPLOYEES

<u>POSITION TITLE</u>	<u>NUMBER OF AFFECTED EMPLOYEES</u>
Admin Assistant	6
Aircraft Cleaner	17
Baggage Handler	4
GSE Mechanic	7
Leads	33
Managers	4
Operations Agents	6
Passenger Service Agents	209
Ramp Agents	116

TOTAL IMPACTED 402