

11-1-19



NOTICE OF MASS LAYOFF

Date: November 1, 2019

Attn: Steven Gustafson
 State Trade and Rapid Response Coordinator
 REACT Program
 MSC 229
 107 E. Madison Street
 Tallahassee, Florida 32399-4137
Email: steven.gustafson@deo.myflorida.com

Attn: Carlos A. Gimenez
 Mayor of Miami-Dade County
 Stephen P. Clark Center
 111 N.W. 1st Street, 29th Floor
 Miami, Florida 33128
Email: mayor@miamidade.gov

Re: Notice of Mass Layoff pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (WARN) / Loss of Client Contract/Vendor Bid

This letter constitutes formal written notice that, due to a potential loss of a client contract/vendor bid with Miami-Dade County, Vista Building Maintenance Services, Inc. ("Vista BMS" or "Company"), anticipates that the employment of 51 employees who service cargo/warehouse buildings in proximity to the Miami International Airport, 2100 Northwest 42nd Avenue, Miami, Florida 33142, pursuant to that contract/bid (**RFP-MDAD-09-06-Zone 3**) will be affected. We anticipate that all 51 employees will be permanently laid off from Vista BMS, with separations to occur on or about January 1, 2020, or within a 14-day period following that time period. While we have not determined that WARN is applicable to this reduction in force, we are providing this notice in the event that WARN is deemed to apply.

Forty-three (43) of these employees are covered by a collective bargaining agreement between Vista BMS and Local 769, Teamsters International Union, AFL-CIO at Miami International Airport, dated January 29, 2019 through January 28, 2023, but there are no bumping or transfer rights with regard to their employment by Vista BMS. Nonetheless, it is our understanding and experience that many of these displaced workers typically have the opportunity to apply for positions with, and/or otherwise become hired by the new provider/successful bidder and upon the same terms and conditions. The name and address of the President and Principal Officer of Local 769 is: Mr. Josh Zivalich, Teamsters International Union, Local 769, 12365 W. Dixie Highway, North Miami, Florida 33161 (Business Agent, Mr. Eduardo Valero).

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The job titles/positions and number of affected employees in each classification are noted on the attached list.

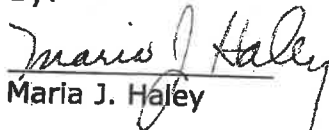
The timeframes provided herein are based upon the best information currently available, although various factors may still affect the timing of employment separations.

In the event that an employee is terminated such that, as of the termination date, 60 days have not passed since the employee's receipt of the notice required by WARN, and that employee suffers an actual employment loss, that employee may be paid his or her salary/wages for any and all remaining work days through that 60 day period, to the extent required by law.

For further information, please contact Maria J. Haley - Vista BMS Office Manager and Corporate Secretary - at (305) 552-1973.

Sincerely,
Vista Building Maintenance Services, Inc.

By:


Maria J. Haley

VISTA

Building Maintenance Services

Professional Janitorial Services

AFFECTED STAFFING

General Manager – 1
Administrative Assistant – 1
Shift Manager – 2
Supervisor – 4
Custodian II (Specialist) – 9
Custodian I – 34

TOTAL: 51