



INTERSTATE

WASTE SERVICES

Received April 22, 2020 at 1:00pm

April 22, 2020

BY FIRST CLASS MAIL AND EMAIL (breeyn.handberg@jfs.ohio.gov)

Ms. Breeyn Handberg
Rapid Response Program Manager
Ohio Workforce Development
4020 E. 5th Avenue
Columbus, OH 43219

**Re: WARN Notice of Temporary Mass Layoff at Apex Environmental, LLC, 11
Country Road 78, Amsterdam, Ohio 43903**

Dear Ms. Hanberg:

We regret to inform you that Apex Environmental, LLC (“Company”) will be conducting a temporary layoff at its 11 Country Road 78, Amsterdam, Ohio 43903 location (“Facility”). The Company is placing fifty (50) of employees who work at Facility, effective April 10, 2020. The laid off employees are landfilled laborers, operators and mechanics (“Landfill Employees”). In addition we terminated the employment of two (2) administrative employees, effective March 26, 2020.

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 Governor DeWine’s March 23rd executive order. Unfortunately, the circumstances leading to this layoff were not reasonably foreseeable at an earlier date.

These layoffs will continue until further notice. At this time, they are expected to be temporary and last less than six months.

The Landfilled Employees affected by the layoff at the Facility are in a bargaining unit represented by the International Union of Operating Engineers, Local 18 (“Union”). You may contact the Union’s Business Manager, Mike Cramer at mrcramer@iuoelocal18.org or 330-612-6260. Employees were identified for layoff in accordance with the seniority provisions of the Collective Bargaining Agreement between the Company and the Union. There is no bumping provision in the Agreement.

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Interstate Waste Services, Inc.



A list of the job titles affected at this time, the number of affected employees in each job title, and a schedule of separations is attached as Exhibit 1. A sample copy of the notice delivered to employees is also enclosed here. We provided notice to affected employees by hand on March 26, 2020 and April 10, 2020 respectively. Notice is also being sent today by email and first class mail to the Union.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions, please contact Osa Willis, Director of Human Resources at OWillis@interstatewaste.com or via telephone 973-286-7064, who will serve as the Company's liaison with the Department for purposes of providing rapid response services to affected employees.

The undersigned attests to the truthfulness of all information provided in this notice.

Very truly yours,

Anthony Vargas

Anthony Vargas, Esq.
General Counsel

EXHIBIT 1

Job Titles Affected	Number of Affected Employees	Date of Separation or Layoff
4	Operator	April 10, 2020
43	Landfill Laborors	April 10, 2020
2	Administrators	March 26, 2020