



CLEVELAND INDIANS

2401 Ontario Street

Cleveland, Ohio 44115

216.420.4200

Received June 2, 2020 at 2:00 pm

June 2, 2020

By E-Mail ([Breeyn.Handberg@jfs.ohio.gov](mailto:Breeyn.Handberg@jfs.ohio.gov) and [rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov))

Ms. Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E. Fifth Avenue Columbus, OH 43219

Re: **Voluntary WARN Notice**

Dear Ms. Handberg:

I am writing on behalf of the Cleveland Indians Baseball Company, LLC (the “**Indians**”), regarding employment actions at our headquarters, 2401 Ontario St in Cleveland, Ohio, 44115.

In March 2020, we ceased scheduling hours for certain seasonal employees (the “**Furloughs**”) in response to the rapid and unprecedented spread of COVID-19, and the government’s efforts to contain that spread.

At the time we instituted the Furloughs, we anticipated that baseball would resume this season in something resembling its normal form (e.g., with fans in attendance), and as a result, we believed that the Furloughs would be short in their duration. Based on recent developments—including the extensive transmission of the virus, the prolonged bans on mass gatherings, and reports on negotiations regarding the potential resumption of play—we now believe that even if baseball resumes this year, it will look radically different than we reasonably anticipated it would look.

As a result, we now expect that the vast majority of the Furloughs that went into effect in March are likely to last for more than six months. We expect some of the separations to be permanent; while certain employees will at some point be recalled (e.g., when baseball games are played in front of fans), is too early at this point to know (1) when that may happen; and (2) what our specific staffing needs may be.

While we do not believe that these actions trigger the Worker Adjustment and Retraining Notification (“**WARN**”) notice requirements, we are cognizant that Congress has encouraged employers who are “not required to comply with the notice requirements” to nonetheless provide notice to employees about employment actions. As such, all affected employees or the chief elected officers of their unions (as below) have been notified (1) that we expect their separations to exceed six months; and (2) where applicable, that they should not expect to be recalled by the Indians.

Appendix A includes a list of the job positions and number of individuals who have been and will be impacted by these actions. Among the impacted individuals are employees from three (3) unions: the International Alliance of Theatrical State Employees Union (“**IATSE**”) (Local 27); the Service Employees International Union (“**SEIU**”) (Local 1); and IATSE Treasurers and Ticket Sellers Union (Local 756).



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The names and addresses of the chief elected officer of each union is as follows:

Union	Chief Elected Official	Address
IATSE Treasurers and Ticket Sellers (Local 756)	Michael Patton Thomas Patton	17157 Rabbit Run Drive Strongsville, OH 44136
SEIU (Local 1)	Yanela Sims	1368 E. 34 <sup>th</sup> St. Cleveland, OH 44114
IATSE (Local 27)	Mike Lehane	1422 Euclid Avenue Suite 721 Cleveland, OH 44114

The Indians do not have a formal bumping system. Those employees who are members of a union may have bumping or other rights under their applicable bargaining agreements.

If you have any questions or want additional information concerning this matter, please contact me at the number or email address below.

Best,

Sara Lehrke  
Vice President, Human Resources / Chief Diversity Officer  
Cleveland Indians Baseball  
216-420-4563  
[slehrke@indians.com](mailto:slehrke@indians.com)

### Appendix A

Cleveland, Ohio Affected Employees	
Job Title	Number of Employees
Fan Services	10
Home Clubhouse Staff	6
Building Security	17
Distribution Center	1
Police Officer	126
Fixed Security	31
Usher	185
Usher Supervisor	12
Runner	22
Event Security	97
Event Security Supervisor	15
Ticket Seller	52
Scoreboard	59
Family Room Attendant	10
Media Relations Staff	5
PR Staff	2
Ballpark Tour Guide	7
Visiting Clubhouse Staff	10
Youth Baseball Coach	9
Grounds Crew	18
Maintenance	6
Custodial	115
BPO Specialist	1
Concessions	39
Cleveland Strikers	29
Team Shop	33
Premium Seating Attendant	113
Fan Ambassador	73
Kids' Clubhouse Attendant	43
<b>Total</b>	<b>1146</b>