



Scholastic Book Fairs

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Received April 15, 2020 at 11:30am

April 6, 2020

VIA E-MAIL

(breeyn.handberg@jfs.ohio.gov) AND

CERTIFIED MAIL

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

VIA E-MAIL

(ABecker@WestChesterOH.org) AND

CERTIFIED MAIL

Ann Becker
Chair, West Chester Township
Administration Building
9113 Cincinnati-Dayton Rd.
West Chester, OH 45069

Re: Notice of Planned Action in Response to COVID-19

To whom it may concern:

As a result of the unforeseeable, direct dramatic and significant downturn in business and revenue caused by the Coronavirus (COVID-19) natural disaster and the resulting public health emergency, we are writing to inform you that there will be a mass layoff, to the extent a furlough is considered a layoff, at the Scholastic Book Fairs (“Scholastic” or the “Company”) facilities located at 5459 West Chester Road in West Chester,, Ohio beginning on March 18, 2020.

We decided to furlough employees as a result of COVID-19, which has rapidly spread throughout the U.S., necessitating updated and more stringent public health measures. Because of this pandemic, the Company’s ability to operate has been impeded. This impact includes significantly decreased revenue and customer counts as a result of widespread closing school closings – i.e., 46 states in the U.S. have closed or are announcing the closing of schools – across the Book Fairs, Book Clubs and Scholastic Education departments, which are inextricably intertwined to schools. These circumstances were not reasonably foreseeable until recently when the ongoing impact of COVID-19 became clear. For these reasons, we are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed that may have been required by the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. § 2101 et seq., and the regulations of the United States Department of Labor, 29 C.F.R. § 693 et seq. While we believe the furlough to be temporary and may not trigger state or federal WARN, we do not know what the future will hold at this juncture and are providing this notice out of an abundance of caution. By giving this notice, Scholastic does not concede that it is a covered employer as defined in WARN or under other applicable law or regulations, nor does it concede that the planned action constitutes either a plant closing or a mass layoff as defined in WARN or any other applicable law.

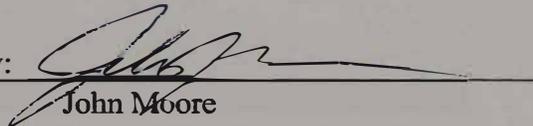
The furlough is expected to be temporary, and is expected to commence on March 18, 2020 or within a fourteen (14) day period commencing on that date. During the temporary furlough, the entire plant will be closed. At this time, we are planning for employees to come back to work on or about May 31, 2020; however, we cannot determine at this time the full impact of the COVID-19 pandemic upon our business and employees' return to work will depend on conditions improving and government officials allowing us to reopen our business.

142 employees at the facility have been or will be furloughed. 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 this planned action. The affected employees are not represented by a union.

If you have any questions or want additional information concerning this matter, please contact John Moore, Human Resources Manager, at 513-714-1023

Very truly yours,

By:



John Moore

Human Resources Manager