

November 13, 2019

KOHLER.

VIA EMAIL (WIOATitle@dwd.wisconsin.gov) and (bwtdwering@dwd.wisconsin.gov)

Wisconsin Department of Workforce Development
Attn: Adult & Dislocated Workers Section
201 East Washington Avenue
P.O. Box 7972
Madison, WI 53707



RE: Kohler Co. – Engines Division

Dear Sir or Madam:

Consistent with the provisions of the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., and Wis. Stat. § 109.07, this letter is to notify you of the previously announced permanent relocation of one of the assembly lines and related areas of the Engines division manufacturing facility located at 444 Highland Drive, Kohler, WI 53044. This permanent relocation of the assembly line of the Engines division manufacturing facility originally announced in September 2018 is scheduled to commence on January 12, 2020. The remainder of the Engines division manufacturing operation will not be impacted at that time.

Since the September 2018 announcement of the planned relocation of Engines manufacturing, the Company has worked to provide other Kohler campus job opportunities for Engines associates. No Engines manufacturing associate has been laid off since that announcement, and many have transferred to other campus jobs. Our efforts to place all impacted associates continues today and will continue until the time of the relocation of the assembly line. What has changed in the last 14 months is that certain sectors of the economy have slowed, including housing, impacting the number of open positions in other Company divisions.

Due to bidding, bumping, and transfer rights in the Collective Bargaining Agreement, as well as retirements and other turnover, it is impossible to predict with certainty which associates, if any, will be affected or the exact order in which individual associates may be laid off. We are providing this notice to the associates with the lowest Engines division seniority, pursuant to the Collective Bargaining Agreement. Again, the Company will make every effort to place the 90 affected associates in other positions. The layoff will commence on January 12, 2020, or within thirteen (13) days thereafter. Please note that recall rights exist under the Collective Bargaining Agreement, and associates may be recalled shortly thereafter.

We have provided notice to the incumbent employees with the lowest Engines Division seniority, the highest elected official of the UAW International, Mr. Rory Gamble, Interim President, whose address is: 8000 E. Jefferson Avenue, Detroit, MI 48214, and Local 833, Mr. Timothy Tayloe, President, whose address is 5425 Superior Avenue, Sheboygan, WI 53083 and the highest elected official of the local government unit: Thomas Schnettler, President of the Kohler Village Board,

319 Highland Drive, Kohler, WI 53044, and Thomas Wegner, Sheboygan County Chairperson, 202 Daleview Drive, Plymouth, WI 53073.

I am the company official to contact regarding additional information, and I may be reached at the below address.

Sincerely,

Paul Avery
Legal Director – Labor Relations
Kohler Co.
444 Highland Drive
Kohler, Wisconsin 53044

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BY:

