



Received August 14, 2023 @2:23pm

To: Breeyn Handberg, Rapid Response Program Administrator
Office of Workforce Development, Rapid Response Unit
Ohio Department of Job and Family Services
P.O. Box 1618, Columbus, Ohio 43216-1618
rapdresp@jfs.ohio.gov

Concerning: The Mills Company
3007 Harding Highway E. Ste 201
Marion, Ohio

Date: August 14, 2023

The purpose of this notice is to inform you that The Mills Company Plant located at the above-referenced address will close by December 22, 2023. Employee separations are expected to begin on or about October 22, 2023, and conclude by no later than December 22, 2023.

We have attached as Exhibit 1 a list of the job titles of positions that will be affected, the number of persons in each job title, and the presently anticipated employee separation date. No terminations will occur prior to October 22, 2023.

Some of the employees in the positions identified on Exhibit 1 are represented by the United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, Local Union No. 01-0332 (the Union or USW). The USW Staff Representative is Spencer Terrel; his phone number and address are: United Steelworkers, Staff Representative, 777 Dearborn Park Lane – J, Columbus, Ohio 43085, Phone: 614-888-6052.

For those employees represented by the Union, there is a collective bargaining agreement (the CBA) that provides bargaining unit employees with bumping rights through the date of close. However, the Company intends to negotiate the provision of enhanced benefits for bargaining unit employees in return for the elimination of bumping rights after September 1, 2023.

Non-union employees, will be offered severance and outplacement benefits after the WARN period and separation, and they do not have any bumping rights as this is a permanent facility closure.



This planned action is expected to be permanent, and the entire facility will be closed. All employees are being provided with notice of not less than 60 days of the intended action.

For further information, contact Bradley Corporation's V.P. of Human Resources, Diane Rudy at 262-532-6010. The Mills Company is a wholly-owned subsidiary of the Bradley Corporation.

A handwritten signature in black ink that reads "Diane Rudy".

Diane Rudy
V.P. of Human Resources
Bradley Corporation
262-532-6010

cc: Spencer Terrel, USW Representative
Mayor Scott Schertzer

Exhibit 1

<u>Position Title</u>	<u>Number of Persons in Position Title</u>	<u>Termination Date</u>
Mills Buyer/Planner		12/15/2023
Mills Buyer/Planner	2	12/15/2023
Mills Engineering Supervisor	1	12/15/2023
Mills HR Generalist	1	12/31/2023
Mills Manufacturing Support Technician	1	12/15/2023
Mills Production Supervisor		10/31/2023
Mills Production Supervisor	2	11/30/2023
Mills Quality Assurance Analyst	1	12/15/2023
Mills Material Manager	1	12/15/2023
Mills Maintenance Supervisor	1	11/3/2023
Plant Manager, Marion	1	12/15/2023
Mills Flex Operator		11/17/2023
Mills Flex Operator		10/22/2023
Mills Flex Operator		11/17/2023
Mills Flex Operator		11/3/2023
Mills Flex Operator		11/10/2023
Mills Flex Operator		11/3/2023
Mills Flex Operator	7	11/10/2023
Mills Group Leader		11/3/2023
Mills Group Leader		10/22/2023
Mills Group Leader		10/22/2023
Mills Group Leader		10/22/2023
Mills Group Leader		11/3/2023
Mills Group Leader	10	10/22/2023
Mills Group Leader		11/3/2023
Mills Hardware Assembler		10/27/2023
Mills Hardware Assembler		10/27/2023
Mills Hardware Assembler	3	10/27/2023
Mills Locker Assembler		10/22/2022
Mills Locker Assembler	9	10/22/2022
Mills Locker Assembler		10/22/2022
Mills Maintenance Mechanic		12/1/2023
Mills Maintenance Mechanic		12/1/2023

Mills Maintenance Mechanic	3	12/1/2023
Mills Material Handling Operator (Indirect)		10/22/2023
Mills Material Handling Operator (Indirect)		11/3/2023
Mills Material Handling Operator (Indirect)		10/22/2023
Mills Material Handling Operator (Indirect)	4	10/22/2023
Mills Metal Operator		11/3/2023
Mills Metal Operator	8	11/3/2023
Mills Non Metal Partitions Operator		10/22/2023
Mills Non Metal Partitions Operator		10/22/2023
Mills Non Metal Partitions Operator	3	10/22/2023
Mills Shipper/Receiver		11/10/2023
Mills Shipper/Receiver		11/10/2023
Mills Shipper/Receiver		10/22/2023
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W142 N9101 Fountain Blvd. Menomonee Falls, WI 53051
P +1 262 251 6000 F +1 262 251 5817

BRADLEY CORPORATION

Spencer Terrel
USW Staff Representative
777 Dearborn Park Lane, Suite J
Columbus, OH 43085

August 14, 2023

Re: Notice of Decision to Cease All Operations at The Mills Company,
3007 Harding Hwy., East Marion, OH

Dear Mr. Terrel:

This letter is to provide notice to Local Union No. 01-0322 of The Mills Company's (the "Company") decision to cease and move all operations covered by the collective bargaining agreement ("CBA") by and between the Company and Local No. 01-0332, dated March 1, 2020. This was a difficult decision for the Company, and we are hoping to have a discussion with you to identify some opportunities to provide employees covered by the CBA with benefits that are greater than those required under the CBA in this situation.

Currently, we anticipate the cessation of operations to include a complete closure of the site, to occur not prior to October 22, 2023, and not later than December 22, 2023 (the "Closing Date"). Consistent with Section 7.3 of the CBA, the CBA and all obligations under the CBA shall terminate effective the Closing Date. Also consistent with Section 7.3, the Company will provide the following pay and benefits to all full-time regular employees covered by the CBA who have a minimum of two years' seniority:

- Payout of all received but not used PTO as of the Closing Date;
- Reference(s) consistent with each such employee's work performance;
- ½ (one-half) week of severance per year of service up to a maximum of 6 weeks; and,
- Medical benefits, on the same basis is being provided as of the Closing Date, for the same length of time as the period covered by the severance provided so long as the employee was receiving such medical benefits as of the Closing Date.

Each employee covered by the CBA is entitled to no other or further pay or benefits. However, in order to facilitate a smooth transition and conclusion of operations at the site in Marion, the Company is willing to discuss and, if agreement is reached, provide further benefits and/or pay for separated employees covered by the CBA. Specifically, the Company would like to gain agreement on the following:



- Employees may be assigned to roles and positions, in the sole discretion of the Company, in order for the Company to best support ongoing operations and/or preparing the facility for closure. That is, any movement or job change occurring after September 1, 2023, will not give rise to any bumping or other rights under Section 12.4 or any provision, to the extent any such rights may exist.
- The Company may offer to any employee covered by the CBA, in its sole discretion, an opportunity to continue in employment until a later date (which employment shall end by the Closing Date if not before), in another department or as a Flex Operator.
- The Company need not post or allow for any bidding opportunities for Flex Operator or other positions it determines it would like to fill on an interim basis after September 1, 2023 through the Closing Date.

In return for the above agreements, the Company is willing to offer all members in the bargaining unit the following benefits in addition to those to which such employees are entitled under Section 7.3 of the CBA:

- A one-time payment of \$2,000, less applicable withholding and deductions, provided on the next regular payroll date following the employee's separation date from employment; and
- Outplacement and resume creation and authorship services provided by Worthington Careers & Buckeye Resumes, which shall include at least the following services: resume preparation, job search educations, interview preparation and practice & salary negotiations.

We would like to discuss the above with you on behalf of the bargaining unit on Tuesday, August 22, 2023, at the Company, commencing at 10:00 a.m.

Thank you for your consideration and support in this more challenging time.

Regards,

A handwritten signature in black ink that reads "Lynn Buckley".

Lynn Buckley
The Mills Company
Human Resources



To: Mayor Scott Schertzer
233 West Center Street
Marion, OH 43302
mayorschertzer@marionogio.org
740-387-3591

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Diane Rudy
V.P. of Human Resources
Bradley Corporation
262-532-6010

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Rapid Response Program Administrator Breeyn Handberg at rapdresp@jfs.ohio.gov

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