

August 24, 2012

BOARD OF SUPERVISORS



Stanislaus County  
William O'Brien  
County Supervisor – district 1  
1010 10<sup>th</sup> Street  
Modesto, CA 95354-0847

2012 AUG 28 A 10:49

3250 Patterson Road  
Riverbank, CA 95367

Telephone: (209) 869-3601

Re: California WARN Act Notice

Dear Mr. O'Brien:

This is to inform you that Silgan Containers will conduct layoffs at its facility located at 3250 Patterson Road, Riverbank, CA, 95367. This action is temporary as all laid off employees are scheduled to be recalled in January 2013.

Layoffs reaching WARN notification requirements are listed below:

<u>Week Beginning</u>	<u>Production Departments</u>	<u>Approx. # of Employees Laid Off</u>	<u>Other Plant Activity</u>
10/28/12	Assembly – Limited Production Press – Limited Production Coater – Normal Production Coil – Normal Production	77	Maintenance -TBD Limited shipping Payroll & Accounting
11/04/12	Assembly – Limited Production Press – Limited Production Coater – Normal Production Coil – Normal Production	115	Maintenance - TBD Limited shipping Payroll & Accounting
11/11/12	Assembly – Limited Production Press – Limited Production Coater – Normal Production Coil – Normal Production	115	Maintenance -TBD Limited shipping Payroll & Accounting
11/18/12	Assembly – No Production Press – No Production Coater – No Production Coil – No Production	180	Maintenance – Lay off Limited shipping Payroll & Accounting
11/25/12	Assembly – No Production Press – No Production Coater – Maintenance Coil – Maintenance	155	Maintenance - TBD Limited shipping Payroll & Accounting


12/02/12	Assembly – No Production Press – No Production Coater – Limited Production Coil – Maintenance	149	Maintenance - TBD Limited shipping Payroll & Accounting
12/09/12	Assembly – No Production Press – No Production Coater – Maintenance Coil – Normal Production	152	Maintenance - TBD Limited shipping Payroll & Accounting
12/16/12	Assembly – No Production Press – No Production Coater – No Production Coil – No Production	170	Maintenance - TBD Limited shipping Payroll & Accounting
12/23/12	Assembly – No Production Press – No Production Coater – No Production Coil – No Production	180	Maintenance – Lay off Limited shipping Payroll & Accounting

The Company cannot determine at this time when specific employees will be laid off according to the schedule described above except for weeks beginning November 18, 2012 and December 23, 2012 because of Collective Bargaining language regarding bumping rights, the ability employees have to take a voluntary layoff by seniority; and the Company's right to retain skilled craft employees, such as mechanics, electricians and machinists, etc. out of seniority.

The hourly employees to be laid off at this facility are represented by a union. The name of that union is International Association of Machinist and Aerospace Workers. The name and address of the chief elected officer of that union are Mark A. Martin, Area Director, 967 Venture Court, Sacramento, CA 95258 and Jeff Wyatt, Chief Shop Steward, 3250 Patterson Road, Riverbank, CA 95367.

You may contact Donna Stephenson, Plant Human Resource Manager, 3250 Patterson Road, Riverbank, CA 95367, (209) 869-3609, Ext. 7221, for further information.

Very truly yours,

  
Donna Stephenson  
Plant Human Resource Manager  
Silgan Containers  
Riverbank Facility

Enc. Employee List by Job Title

**ATTACHMENTS AVAILABLE  
FROM CLERK**