



567 S. Riverside Dr.  
Modesto, CA 95354  
209.523.7761 Phone/ 209.523.0726 Fax

BOARD OF SUPERVISORS

2016 AUG 22 A 11 34

August 16, 2016

Stanislaus County  
Mr. Dick Monteith  
County Supervisor – District 4  
1010 10<sup>th</sup> Street, Suite 6500  
Modesto, CA 95354

RE: California WARN Act Notice

Dear Mr. Monteith:

This is to inform you that Silgan Containers expects to experience temporary layoffs at its facility located at 430 Doherty Avenue, Modesto, CA, 95354. All laid off employees covered by this notice are expected to be recalled the 1<sup>st</sup> Quarter of 2017.

Layoffs reaching WARN notification requirements are listed below:

<b>Week Beginning</b>	<b>Production Department</b>	<b>Approx. # of Employees Laid Off</b>	<b>Other Plant Activity</b>
10/16/17	Assembly - Limited Maint Press - Prod	A total of 30 Employees Out of 75	Maintenance Shipping Payroll/Accounting

The Company cannot determine at this time when specific employees will be laid off according to the schedule described above 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 Company intends to begin the layoff process, in accordance with the CBA, on or about October 16, 2016.

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 officers of that union are Mark A. Martin, Area Director, 967 Venture Court, Sacramento, CA 95258 and Marquete Rivera at 430 Doherty Avenue, Modesto, CA 95354

You may contact Robert Lewis, Silgan Holdings, Inc., at (203) 975-7110, for further information

Sincerely,

Judith La Frenz  
Plant Human Resource Manager  
Silgan Containers – Riverside Plant



3250 Patterson Road  
Riverbank, CA 95367  
(209)869-3601

BOARD OF SUPERVISORS

2016 AUG 18 A 11:09

August 16, 2016

Re: California WARN Act Notice

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

Dear O'Brien:

This is to inform you that Silgan Containers will conduct layoffs at its facility located at 3250 Patterson Road, Riverbank, CA, 95367. **Please note that there are only 205 total persons employed at this facility. This action is temporary as all laid off employees covered by this notice are expected to be recalled in January 2017.**

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>
10/16/16	Assembly – Limited Maint Press – Prod Coater – Limited Maint. Coil – Limited Maint	A total of 109 employees out of 205	Maintenance Shipping Payroll/Accounting
10/23/16	Assembly – Limited Maint Press – Limited Prod/Maint Coater – Limited Maint. Coil – Limited Maint	A total of 109 employees out of 205	Maintenance Shipping Payroll/Accounting
10/30/16	Assembly – Limited Maint Press – Limited Prod/Maint Coater – Limited Maint. Coil – Limited Maint	A total of 109 employees out of 205	Maintenance Shipping Payroll/Accounting
11/06/16	Assembly – Limited Maint. Press – Limited Prod/Maint Coater – Limited Maint. Coil – Limited Maint.	A total of 109 employees out of 205	Maintenance Shipping Payroll/Accounting

<b><u>Week Beginning</u></b>	<b><u>Production Departments</u></b>	<b><u>Approx. # of Employees Laid Off</u></b>	<b><u>Other Plant Activity</u></b>
11/13/16	Assembly – No Activity. Press – No Activity Coater – No Activity Coil – No Activity	A total of 173 employees out of 205	Maintenance -Limited Shipping - Limited Payroll/Accounting
11/20/16	Assembly – No activity Press – Limited Maint Coater – No activity Coil – No Activity	A total of 150 employees out of 205	Maintenance Shipping - Limited Payroll/Accounting Limited
11/27/16	Assembly – No activity Press – Limited Maint Coater – No Activity Coil – No Activity	A total of 150 employees out of 205	Maintenance Shipping - Limited Payroll/Accounting Limited
12/04/16	Assembly – No Activity Press – No Activity Coater – No Activity Coil – No Activity	A total of 175 employees out of 205	Maintenance - Limited Shipping - Limited Payroll/Accounting Limited
12/11/16	Assembly – No Activity Press – No Activity Coater – No Activity Coil – No Activity	A total of 175 employees out of 205	Maintenance - Limited Shipping - Limited Payroll/Accounting Limited
12/18/16	Assembly – No Activity Press – No Activity Coater – No Activity Coil – No Activity	A total of 175 employees out of 205	Maintenance - Limited Shipping - Limited Payroll/Accounting Limited
12/25/16	Assembly – No Activity Press – No Activity Coater – Production Coil – Production	A total of 115 employees out of 205	Maintenance - Limited Shipping - Limited Payroll/Accounting
01/01/17	Assembly – No Activity Press – No Activity Coater – Production Coil – Production	A total of 115 employees out of 205	Maintenance - Limited Shipping - Limited Payroll/Accounting
01/08/17	Assembly – No Activity Press – No Activity Coater – Production Coil – Production	A total of 115 employees out of 205	Maintenance - Limited Shipping - Limited Payroll/Accounting

The Company cannot determine at this time when specific employees will be laid off according to the schedule described above 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 officers of that union are Mark A. Martin, Area Director, 967 Venture Court, Sacramento, CA 95258 and Matt Dunn, Chief Shop Steward, 3250 Patterson Road, Riverbank, CA 95367.

You may contact Robert Lewis, Silgan Holdings, Inc., at (203) 975-7110, for further information

Sincerely,

Joseph Heywood  
Plant Human Resource Manager (Interim)  
Silgan Containers  
Riverbank Facility