



The Timken Company

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Indiana Department of Workforce Development  
Email: warn-notice@dwd.in.gov

To whom it may concern:

I am formally sharing unfortunate business news that has been communicated to our employees today. The Diamond Chain Company at 402 Kentucky Avenue, Indianapolis, Indiana will be closing. This closure will affect all levels within the plant: operatives, skilled trades, professionals, and managers. This loss of business is due to consolidation of the work in other locations in Illinois and Iowa and the plant closure is expected to be permanent.

The first layoffs are expected to take place on November 26, 2021 or within 13 days thereafter. The layoffs may come in stages, depending upon the need for workers.

A formal 60-day notice will be given to each employee as their position is eliminated. The first impacted group of 14 individuals is being notified on September 20, 2021. Additional layoffs will occur as business conditions allow. A list of job titles and positions which will be affected is attached.

The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied, Industrial and Service Workers International Union, Chief Elected Officer James Adcock, 317-845-0495 & Local Union Officials Steve Forsyth, 317-638-6431 have been notified. The employees of the facility have been notified of any applicable "bumping" rights (see attached).

We sincerely appreciate the support you will give to this outstanding team of affected employees. If you have questions, please contact me at 815-589-5347.

Sincerely,

Heather Wuebben  
HR Manager Belts & Chain

## Bumping Rights.

1. Fill open jobs (if applicable) using the pre-bid process in CBA.
2. Make a list of every employee whose job is being eliminated. Put them in a "pool" to address later.
3. If any open jobs were not filled via the pre-bid process, the jobs will be filled during the layoff process.
4. Start with the senior person in the pool (person A). First check open jobs in the department. If there is a job open that is the same classification and shift, person A has to be placed in that job (regardless of qualifications). If nothing is open on the same shift and classification, move to the bumping process (see hierarchy below).
5. To begin the bumping process, start by comparing A to the junior person on their shift. Do they have the qualifications and seniority to bump? If not, continue moving up the seniority list (in department and current shift) to see if A can bump. If not, move to other shift. Repeat check of open jobs. If none are the same classification, then move to bumping on that shift.
6. Move to second most senior person whose job is eliminated and follow the same process (person B). Continue the same process with everyone in the pool.
7. Employees who are bumped out of their positions during the steps above will fill any remaining open jobs in the department.
8. Once all remaining open positions in the department are filled and all possible bumping is complete, look at the list of employees who will be laid off out of the department. One by one, verify each employee to be laid off does not have the seniority or qualifications available to bump anyone remaining in department. These remaining employees will be laid off out of their department (note CBA language that addresses recall rights to a department, Article V, Section 5, D).
9. The next step is to try and place the employees who are laid off out of their department. If no open jobs are available in the plant, look at the plant-wide seniority list. Start with the employee's current classification and shift. If the employee cannot bump on the same shift plant-wide, move to the other shift to see if bumping is available. If no bumping is available within classification across the plant, move to the classifications for which no qualifications are required (i.e., General Labor). Start with the current shift and then move them to the other shift.
10. Once all remaining positions in the plant are filled and all possible bumping is complete, the remaining employees will be laid off out of the plant. One by one, verify each employee to be laid off does not have the seniority or qualifications available to bump anyone remaining in the plant.

Hierarchy of bumping (using qualifications and seniority as defined in CBA)

Within Department

1. Same shift and classification
2. Other shift and classification
3. Same shift and different classification
4. Other shift and different classification

Outside of Department

5. Same shift and classification
6. Other shift and classification
7. Same shift and different classification
8. Other shift and different classification