

October 5, 2009

Please be advised that if a Grand Rapids employee refuses a job opportunity in Lansing, they will be coded as L34 (Layoff or Leave with no Benefits). There is no current Labor Requirement for the employee to accept the Lansing job offer, and there is no agreement that the employee be coded as a voluntary quit if they refuse a job offer. They would be placed on L34 status. They would have no benefits, including no credited service, even if there are Bank Hours available under the Hourly Pension Plan. If they are age 50 & 10 at the Grand Rapids plant, then they would be eligible to retire under an MSR at age 50 & 10. If they are under age 50, they could stay on L34 status until they break seniority on a time for time basis. There is no current requirement to offer them any other employment opportunities. If they reach age 50 & 10 before they break seniority on a time for time basis, then they can retire under a MSR from Grand Rapids. In all cases they must meet “the Standards” in the Hourly Pension Plan.

Employees on L34 status would not be eligible for SUB pay. Whether they would be eligible for unemployment benefits from the State of Michigan will be determined on a case by case basis.