

March 25, 2019

**VIA EMAIL and HAND DELIVERY**

Honorable Sly James  
Mayor  
City of Kansas City, Missouri  
29th Floor City Hall  
414 E. 12th Street  
Kansas City, MO 64106

Lisa Marshall  
Division of Workforce Development  
Missouri Department of Economic Development  
ATTENTION: Rapid Response Unit  
421 East Dunklin  
Jefferson City, MO 65102  
lisa.marshall@ded.mo.gov



**Re: Notice Pursuant To Worker Adjustment and Retraining Notification Act**

Dear Mayor James and Ms. Marshall:

Harley-Davidson Motor Company, Inc. ("Company") has decided to transfer its operations from its facility in Kansas City, Missouri to its facility in York, Pennsylvania. As a result, we will close our entire Kansas City plant located at 11401 North Congress Avenue, Kansas City, MO 64153. This letter will serve as advanced written notice required under the Worker Adjustment and Retraining Notification Act.

The closure of our entire Kansas City facility is expected to be permanent and, other than those individuals who request and receive a transfer to another Harley-Davidson Motor Company facility, all employees will be permanently terminated. We anticipate that 305 employees, including part-time workers, will be terminated from employment on May 24, 2019, or within 14 days thereafter.

A majority of employees who will be impacted by the May 2019 reduction are represented by either the International Association of Machinist and Aerospace Workers, Local 176 or United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 760. Although there are bumping rights under the applicable Collective Bargaining Agreement covering these employees, these rights will not be implicated in the May 2019 permanent action.

The attached list contains the job titles of the positions that will be affected in the May 2019 reduction and number of affected employees per job title who will be permanently terminated. The remaining employees will be terminated over the next four months, with specific dates yet to be determined. Separate notices will follow for those employees.

The name and address of the chief elected officer of each Union are outlined below.

Kevin Amos  
President  
IAMAW Local 176  
11401 N. Congress Ave.  
Kansas City, MO 64153

Brett Farr  
President  
USW Local 760  
11401 N. Congress Ave.  
Kansas City, MO 64153

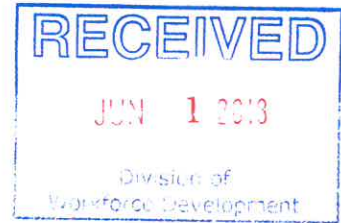
**Harley-Davidson Motor Company, Inc.**

**WARN Act Listing of Employees to be Terminated on May 24, 2019, or  
within 14 Days Thereafter**

<b><u>Job Title</u></b>	<b><u>Number of Employees</u></b>
Production Technician 1	202
Production Technician 2	103
<b>Total:</b>	<b>305</b>



Harley-Davidson Motor Company  
11401 N. Congress, Kansas City, MO 64153



May 29, 2018

**VIA OVERNIGHT MAIL**

Honorable Sly James  
Mayor  
City of Kansas City, Missouri  
29th Floor City Hall  
414 E. 12th Street  
Kansas City, MO 64106

Kristie Davis  
Division of Workforce Development  
Missouri Department of Economic Development  
ATTENTION: Rapid Response Unit  
421 East Dunklin  
Jefferson City, MO 65102

**Re: Notice Pursuant To Worker Adjustment and Retraining Notification Act**

Dear Mayor James and Ms. Davis:

Harley-Davidson Motor Company, Inc. ("Company") has decided to transfer its operations from its facility in Kansas City, Missouri to its facility in York, Pennsylvania. As a result, we will close our entire Kansas City plant located at 11401 North Congress Avenue, Kansas City, MO 64153. This letter will serve as advanced written notice required under the Worker Adjustment and Retraining Notification Act.

The closure of our entire Kansas City facility is expected to be permanent and, other than those individuals who request and receive a transfer to another Harley-Davidson Motor Company facility, all employees will be permanently terminated. We anticipate that 180 employees, including part-time workers, will be terminated from employment on August 3, 2018, or within 14 days thereafter.

All employees who will be impacted by the August 2018 reduction are represented by either the International Association of Machinist and Aerospace Workers, Local 176 or United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 760. Although there are bumping rights under the applicable Collective Bargaining Agreement covering these employees, these rights will not be implicated in the August 2018 permanent action.

The collective bargaining agreement between the Unions and the Company provides that, with each reduction in force, the Company may offer severance packages to employees who volunteer to terminate their employment. We anticipate that this will occur prior to the August 2018 reduction. If no employees elected these packages, the attached list contains the job titles of the positions that will be affected in the August 2018 reduction and number of affected employees per job title who would

be permanently terminated. The remaining employees will be terminated over the next twelve months, with specific dates yet to be determined. Separate notices will follow for those employees.

The name and address of the chief elected officer of each Union are outlined below.

Kevin Amos  
President  
IAMAW Local 176  
11401 N. Congress Ave.  
Kansas City, MO 64153

Brett Farr  
President  
USW Local 760  
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