



WASTE MANAGEMENT
Northern California –Nevada
100 Vassar Street
Reno, NV 89502

November 21, 2014

Ms. Kathy Gallagher, Director
Contra Costa County Employment & Human Services Department
Workforce Development Board Bureau
40 Douglas Drive
Martinez, CA 94553

RE: WARN Notice

Dear Ms. Gallagher:

This is to inform you that Waste Management Collection and Recycling, Inc., d/b/a Valley Waste Management, will not be seeking an extension of its existing Service Agreement the Central Contra Costa Solid Waste Authority. The Service Agreement will expire on February 28, 2015. Valley Waste Management, located at 2658 North Main Street, Walnut Creek, California 94596 will be closed. The Company will transfer certain routes from the Walnut Creek Facility to the Oakland Facility and will cease hauling operations in Walnut Creek by February 28, 2015. As a result of these operational decisions, the Company may offer certain employees the opportunity to transfer from Walnut Creek to Oakland, in accordance with the terms of the parties' collective bargaining agreement. However, a reduction in force will be necessary.

The planned action is expected to be permanent. The name and telephone number of the Company official to contact for further information is Jean Logan, Area Human Resources Director at 172 98th Avenue, Oakland, CA 94603. She can be reached at (916) 718-2646. Teamsters Local 315 represents drivers at this facility. Their chief elected representative is Business Agent Henry Gonzalez. He may be reached at 2727 Alhambra Avenue, Martinez, CA 94553. Machinists Automotive Trades, Servicing Local Lodge 1173 represents mechanics at this facility. Their chief elected representative is Area Director/Organizer Rick Rodgers. He may be reached at 1900 Bates Avenue, Suite J, Concord, CA 94520.

The expected first separation of employment related to the layoff will occur on February 27, 2015. All separations are expected to occur within the 14-day period following that date.

The total number of affected employees at this facility is approximately sixty-six (66). We will supplement this Notice if circumstances change, and WARN notices need to be sent to additional individual employees. The job titles of the affected positions and the number of employees in each job classification are attached hereto as **Exhibit A**. Bumping rights do not exist.



To the extent that the above actions constitute a covered event under the California Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed by the Act.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Barry Skolnick', written over a light blue horizontal line.

Barry Skolnick
President Waste Management Collection and Recycling, Inc.
Area Vice-President Northern California-Nevada Area

Enclosure

cc: Mark Cramer
Jean Logan

EXHIBIT A

<u>Job Classification</u>	<u>Number of Employees</u>	<u>Name of Business Unit</u>
District Mgr I - Collection	1	Valley Waste Management
Driver Commercial, Recycling	2	Valley Waste Management
Driver Container	2	Valley Waste Management
Driver Residential Sr, Recycli	2	Valley Waste Management
Driver Residential, Recycling	46	Valley Waste Management
Driver Rolloff	2	Valley Waste Management
Office Manager	1	Valley Waste Management
Operations Spec, Collectns Sr	1	Valley Waste Management
Route Mgr - Combo All LOBS	3	Valley Waste Management
Technician	1	Valley Waste Management
Technician Sr	5	Valley Waste Management
TOTAL	66	