

October 16, 2019

State Department of Labor & Industrial Relations
Director's Office
Workforce Development Division
830 Punchbowl Street, Room 321
Honolulu, Hawaii 96813

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2019 OCT 16 PM 1:51

Re: Notice Pursuant to Worker Adjustment and Retraining Notification ("WARN") Act

Dear Hawaii DLIR Director,

I am writing to inform you that a decision has been made to cease operation in early 2021 after the completion of all work scheduled at our BAE Systems Hawaii Ship Repair site located on Pearl Harbor Naval Base and 3049 Ualena St. Honolulu HI 96819. This closure in Q1 of 2021 is expected to be permanent and will affect all 290 employees currently employed at that location. This decision to cease business operations is due to the Navy's decision to change its contracting strategy from a MSMO based contract to a MAC-IDIQ based contract.

As a result of the decision to cease operations, we expect that the first round of impacted employees (7 total) to be notified on October 18th, 2019 with their last day of employment on December 17, 2019. We then plan to notify a second round of impacted employees during the December 2019 timeframe with their expected last day of employment to end in February 2020. We plan to consistently evaluate manning needs to execute the final availability that is scheduled to end in the 1st quarter of 2021 and will see continued reductions in our workforce through 2020 with the final impacts in early 2021. Once completion of all work and cessation of operations at our facility in 2021 all employees will have been impacted although some may transfer to other locations and/or apply to other roles outside of the Hawaii Ship Repair location. These reduction in forces are expected to be permanent.

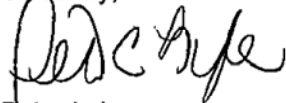
All affected employees will be provided a 60-day written notification, detailed information on next steps and will be paid all wages and other benefits to which they are entitled through their date of separation. A chart setting forth the job titles of all employees expected to be impacted through 2021 is attached to this letter.

Certain of our future, affected bargaining unit employees are represented by the International Brotherhood of Boilermakers (Local 627) which can be contacted through International Rep. Gary Powers at 1702 Pointe Woodworth Drive NE Tacoma, WA 98422 and the International Association of Machinist (Local 1998) which can be contacted through Grand Lodge Rep. Maria Santiago Lillis at 2428 Rose Street, Honolulu, HI 96819. Bumping rights, if any, will be governed by the terms of the Collective Bargaining Agreement.

This notice is provided pursuant to any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN"), and Hawaii state equivalent.

If you have any questions, please contact BAE Systems Human Resources Director Matt Waesche at (757) 494-4795.

Sincerely,



Peter Lyle
General Manager, BAE Systems Hawaii Ship Repair

Attachment: current employee roster by job title impacted through 2021

BAE Systems list of Affected Employees as of 10/16/19

ALL HSY Employees	
Job Title	Total
Admin Assistant II	2
Admin Assistant III	7
Admin Assistant IV	3
Admin Assistant V	3
Competent Person II	1
Competent Person III	1
Contract Admin II	3
Contract Admin Prin	2
Contract Admin Sr	1
Cost Anst I	1
Craft Foreperson	20
Craft Leadperson	29
Crane Rigger	6
Dir I- Procurement	1
Dir I- Programs	3
Dir I- Strategic Ops	1
Dir II- Finance	1
Dir II- Gen Mgr	1
Eng I	1
Eng II	2
Environ Tech III	1
Financial Anst I	1
Financial Anst II	1
General Laborer	2
HR Business Partner Sr.	1
HR Manager	1
Inspector III	5
Inspector IV	4
Level 1	13
Level 2	12
Level 3	13
Level 4	4
Machinist	2
Maintenance Mechanic	6
Marine Mechanic	10
Material Planner I	2
Medical Tech V	1
Mgr I- Craft	2
Mgr I- Finance	1
Mgr I- Planning	2
Mgr I- Quality	1
Mgr I- SHE Admin	1
Mgr I- Subcontracts	1
Mgr II- Contracts	1
Mgr II- Craft	2
Mgr II- Production	1
Pipefitter	3
Procurement Anst I	1
Procurement Anst II	1
Procurement Anst Sr	1
Production Laborer	21

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Program Mgr II	1
Project Anst Sr	1
Project Mgr I - Admin	1
Project Mgr I - Tech	5
Proposal Anst I	1
Purchasing Rep II	1
Purchasing Rep III	2
Safety Tech III	3
Sandblaster/Painter	22
Scheduler Sr	1
Scheduler Support III	2
Scheduler Support V	1
Security Spec Sr	1
Spv I- Craft	2
Spv II- Environ	1
Spv II- Safety	1
Subcontract Admin I	3
Subcontract Admin II	3
Subcontract Admin Prin	1
Superintendent Assistant IV	1
Superintendent II	8
Superintendent III	3
Technical Intern 3	1
Warehouse/Toolroom	4
Welder	13
Grand Total	290

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