



May 5, 2020

VIA EMAIL (eddwarnnotice@edd.ca.gov)

and FEDEX

WARN Act Coordinator
Program Support Unit
Workforce Services Division
Employment Development Department
722 Capitol Mall, MIC 50/Room 5099
Sacramento, CA 95814

VIA FEDEX

Lily Mei, Mayor
City of Fremont
City Hall, 3300 Capitol Avenue
Fremont, CA 94538

VIA FEDEX

Patti Castro, Director Alameda County
Workforce Development Board / ACWDB
24100 Amador Street, 6th Floor
Hayward, CA 94544-1203

VIA FEDEX

Richard Valle, President
Alameda County Board of Supervisors
Administration Building
1221 Oak Street, #536
Oakland, CA 94612

Re Notice Of Continued Furlough Caused By COVID-19 At Two Fremont Locations

To Whom It May Concern:

As a result of the unforeseeable changes caused by COVID-19 and the resulting state of emergency in California, we are writing to inform you of the continued furlough at two facilities located in Fremont, CA¹ as of today, May 5, 2020. This furlough is expected to be temporary. The furlough began on April 13, 2020.

In an abundance of caution, the Company is providing you with this notice and to the extent this is considered a “termination” for purposes of California’s Worker Adjustment and Retraining Act, found at Labor Code sections 1400-1408. Assuming that business conditions improve, however, the Company expects the actions it is taking are

¹ 901 Page Avenue, Fremont, CA
45500 Fremont Blvd, Fremont, CA

temporary and that some or all of these employees will be able to return to work in the future.

We decided to furlough these employees as a result of COVID-19, including a sudden and unpredictable impact on Tesla’s operations and employees. This has included the recent extensions of local and state “shelter in place” orders across the country and the temporary suspension of production and deliveries in many locations. These circumstances were not reasonably foreseeable until recently when it became clear that we would need to continue our initial return to work date of May 4. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

For that reason, we were unable to provide the full 60 days’ notice that we would otherwise provide.

All affected employees have previously been notified of their furlough dates and that this action will be temporary. Those employees have also been informed in writing that they may be eligible for Unemployment Insurance, per Governor Newsom’s Executive Order N-31-20 (dated March 17, 2020).

The attached is a list of the job positions and number of individuals who are affected by the furlough along with the anticipated schedule. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough. These employees are not represented by a union.

If you have any questions or want additional information concerning this matter, please contact Valerie Capers Workman, North America HR + AU/NZ/JP/KR, at 510-946-6020.

Sincerely,



Valerie Capers Workman

UPDATED LIST OF AFFECTED JOB POSITIONS

Job Title and Corresponding Number of Impacted Employees	
Analyst	5
Associate Diagnostics Engineer	1
Associate Industrial Engineer	1
Associate Logistics Analyst	3
Associate Manufacturing Equipment Engineer	2
Associate Materials Planner	2
Associate Mgr Engineering	3
Associate Mgr Environmental Compliance	1
Associate Mgr Logistics	2
Associate Mgr Manufacturing	36
Associate Mgr Manufacturing Operations	1
Associate Mgr Materials	4
Associate Mgr Process Engineering	1
Associate Mgr Production Control	1
Associate Mgr Production Line Maintenance	3
Associate Packaging Engineer	1
Associate Process Engineer	1
Associate QA Engineer	1
Associate Recruiter	1
Associate Supply Chain Analyst	1
Associate Technical Project Mgr	1
Automation Controls Technician II	1
Automation Controls Technician III	4
Automation Controls Technician IV	2
Buyer - Planner	1
Construction Associate III	2
Construction Associate IV	1
Construction Technician IV	1
Cycle Counter II	1
Cycle Counter III	3
Data Center Operations Technician I	1
Data Center Operations Technician II	3
Data Center Operations Technician III	4
Delivery Experience Specialist II	9
Delivery Experience Specialist IV	1
Desktop Support Technician I	1
Desktop Support Technician II	6

<u>Job Title and Corresponding Number of Impacted Employees</u>	
Desktop Support Technician III	4
Desktop Support Technician IV	3
Driver II	3
Driver III	2
Electrician IV, Facilities	1
End of Line Technician I	2
End of Line Technician II	6
End of Line Technician III	3
End of Line Technician IV	1
Engineer	1
Engineering Tech II	6
Engineering Tech III	6
Engineering Tech IV	3
Engineering Tech V	2
Engineering Technician I	113
Engineering Technician II	103
Engineering Technician III	101
Engineering Technician IV	26
Engineering Technician Lead	13
Environmental Sustainability Technician II	5
Equipment Maintenance Technician I	87
Equipment Maintenance Technician II	178
Equipment Maintenance Technician III	187
Equipment Maintenance Technician IV	56
Equipment Maintenance Technician V	39
Facilities Assistant I	2
Facilities Assistant II	1
Facilities Assistant III	2
Facilities Assistant IV	2
HR Associate III	6
HR Associate IV	1
Industrial Engineer	2
Intern	3
Inventory Control Analyst	3
Laundry Service	1
Lead Data Center Operations Technician	1
Lead Equipment Maintenance Technician IV	12
Lead Manufacturing Technician III	14
Lead Manufacturing Technician IV	10
Lead Manufacturing Technician V	4

<u>Job Title and Corresponding Number of Impacted Employees</u>	
Lead Material Handler III	115
Lead Material Handler IV	41
Lead Paint Sprayer	5
Lead Production Associate III	411
Lead Production Associate IV	189
Lead Production Associate V	23
Lead Quality Inspector III	4
Lead Quality Inspector IV	7
Lead Quality Inspector V	8
Lead Service Technician, Auto	8
Lead Training Coordinator	3
Lead Welder	2
Logistics Analyst	3
Maintenance Support III	2
Maintenance Support IV	3
Manufacturing Controls Engineer	15
Manufacturing Engineer	1
Manufacturing Equipment Engineer	8
Manufacturing Technician I	66
Manufacturing Technician II	78
Manufacturing Technician III	41
Manufacturing Technician IV	9
Manufacturing Technician V	1
Material Handler I	757
Material Handler II	499
Material Handler III	294
Material Handler IV	48
Materials Planner	2
Mechanical Design Engineer	2
Mgr Facilities	1
Mgr Manufacturing	7
Mgr Manufacturing Engineering	1
Mgr Process Engineering	3
Mgr Production Control	1
Mgr Production Line Maintenance	1
Mgr Purchasing	1
Mgr QA Engineering	1
Mgr Sales Operations	1
Mgr Training	2
Packaging Engineer	4

<u>Job Title and Corresponding Number of Impacted Employees</u>	
Paint Sprayer I	35
Paint Sprayer II	14
Paint Sprayer III	14
Paint Sprayer IV	5
Process Engineer	11
Process Technician I	44
Process Technician II	34
Process Technician III	20
Process Technician IV	8
Process Technician V	6
Production Associate I	3085
Production Associate II	1849
Production Associate III	795
Production Associate IV	116
Production Associate V	5
Production Planner	4
Program Mgr	6
Project Coordinator I	2
Project Coordinator II	3
Project Coordinator III	3
Project Coordinator IV	5
Project Mgr	3
QA Engineer	8
QA Technician I	6
QA Technician II	3
QA Technician IV	1
Quality Inspector	6
Quality Inspector I	31
Quality Inspector II	49
Quality Inspector III	41
Quality Inspector IV	21
R&D Machinist IV	1
Recruiter	1
Remanufacturing Technician I	1
Security Guard II	1
Service Support Associate I	24
Service Support Associate II	2
Service Support Associate IV	4
Service Technician I, Auto	97
Service Technician II, Auto	160

<u>Job Title and Corresponding Number of Impacted Employees</u>	
Service Technician III, Auto	105
Service Technician IV, Auto	41
Sr Analyst	1
Sr Business Process Analyst	1
Sr Buyer - Planner	1
Sr Construction Project Mgr	1
Sr Designer - UI/UX	1
Sr Diagnostics Engineer	1
Sr EHS Specialist	1
Sr Engineer	3
Sr Industrial Engineer	1
Sr Manufacturing Controls Engineer	7
Sr Manufacturing Equipment Engineer	23
Sr Marketing Specialist	1
Sr Materials Planner	4
Sr Organizational Development Specialist	1
Sr Packaging Engineer	2
Sr Process Engineer	15
Sr Program Mgr	2
Sr Project Mgr	2
Sr QA Engineer	7
Sr Recruiter	7
Sr Staff Manufacturing Controls Engineer	1
Sr Staff Process Engineer	1
Sr Staff Program Mgr	1
Sr Supplier Quality Engineer	1
Sr Supply Chain Analyst	1
Sr Technical Program Mgr	1
Sr Technical Training Instructor	3
Sr Technical Writer	1
Sr Test Engineer	2
Sr Tool and Die Engineering Specialist	1
Sr Training Instructor	1
Staff Content Producer	1
Staff Engineer	2
Staff Manufacturing Controls Engineer	3
Staff Manufacturing Engineer	1
Staff Manufacturing Equipment Engineer	8
Staff Marketing Specialist	1
Staff Process Engineer	2

<u>Job Title and Corresponding Number of Impacted Employees</u>	
Staff Program Mgr	1
Staff QA Engineer	2
Staff Recruiter	2
Staff Technical Program Mgr	1
Staff Technical Training Instructor	1
Staff Test Engineer	1
Staff Training Instructor	1
Supervisor Business Systems Analysis	2
Supervisor Facilities	5
Supervisor Logistics	8
Supervisor Manufacturing	252
Supervisor Manufacturing Operations	4
Supervisor Materials	1
Supervisor Production Control	46
Supervisor Production Line Maintenance	45
Supervisor QA Engineering	1
Supervisor Security	1
Supervisor Service	1
Supervisor Technical Support	1
Supervisor Tool and Die	3
Supervisor Training	1
Supplier Quality Engineer	1
Tech Support Specialist II	1
Technical Program Mgr	2
Technical Training Instructor	5
Technical Writer	2
Tesla Advisor	1
Tesla Advisor 2 - Tier 1	4
Tesla Advisor 3 - Tier 1	1
Tool and Die Specialist I	9
Tool and Die Specialist II	4
Tool and Die Specialist III	8
Tool and Die Specialist IV	18
Tool and Die Specialist V	3
Training Coordinator I	1
Training Coordinator II	6
Training Coordinator III	2
Training Coordinator IV	4
Training Instructor	1
Used Vehicle Advisor 3	1

<u>Job Title and Corresponding Number of Impacted Employees</u>	
Warehouse Associate II	1
Welder II	2
Welder III	23
Yard Hostler I	3
Yard Hostler II	15
Yard Hostler III	4
Yard Hostler IV	1