



UPS
55 Glenlake Pkwy NE
Atlanta, Georgia 30328

February 21, 2025

Jason Wadell
State Rapid Response Team
Minnesota Department of Employment & Economic Development
180 East 5th Street
St. Paul, Minnesota 55101-1678
Via email to: WARN.DEED@state.mn.us

Re: Update to February 12, 2025 WARN notice

To whom it may concern,

UPS previously sent your office a letter dated February 12, 2025, informing you of an April 20, 2025, mass layoff at the UPS facility in Minneapolis. Due to changing business circumstances, the layoffs at this facility took place earlier than anticipated. Affected employees are being laid off, in accordance with the terms of their collective bargaining agreement, on February 24, 2025.

As you know, WARN Act regulations encourage employers to provide notice to employees who may experience an employment loss, even where WARN is not actually triggered. *See* 20 C.F.R. §§639.1(c) and (e) (“The Department encourages employers to give notice in all circumstances”). Similarly, Minnesota also encourages employers to provide notice even when not required. *See* Minn. Stat. §116L.976.

UPS has reviewed the list of affected employees and determined that neither Federal nor State WARN obligations will be triggered as a result of the February 24, 2025 layoffs. The affected employees assigned to the Day sort at this facility make up less than 33% of the workforce in the Minneapolis UPS building. Additionally, fewer than 50 of the laid off employees have been employed for more than 6 of the 12 months preceding the notice date. Therefore, the layoff in the Day sort at the Minneapolis UPS facility was not of sufficient size to trigger WARN notice obligations.

Please feel free to contact me if you have any questions about this development.

Sincerely,

Hunter Amend
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