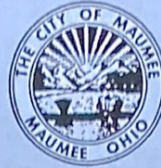


CITY OF MAUMEE



MAUMEE, OHIO

43537-3380

400 Conant Street

Phone (419) 897-7115

FAX (419) 897-7114

www.maumee.org

June 6, 2020

Nikole Heckman
[REDACTED]

Dear Nikole:

As you are aware, the statewide stay-at-home order caused by the current COVID-19 pandemic has closed many employers and resulted in a significant escalation in unemployment. The loss of multiple tax revenues will have a negative impact on the City's budget, necessitating reductions in force.

Due to this unfortunate circumstance, we regret to inform you that the City is invoking Article 36 of the collective bargaining agreement between the City and the IAFF.

We are required to notify you that you are on layoff status as of July 6, 2020. If you are eligible to exercise bumping rights into another position for which you are qualified, you will be notified.

We are hopeful that the City's budget circumstances may improve within the period that the collective bargaining agreement permits you to exercise recall rights.

However, meanwhile you will be able to file an unemployment claim electronically at www.unemployment.ohio.gov. If you have questions about unemployment, please see the Frequently Asked Questions on the Ohio Department of Jobs and Family Services (JFS) website at <https://jfs.ohio.gov/ouio/CoronavirusAndUI.stm>. The JFS website also has an unemployment benefit estimator at <http://www.odjfs.state.oh.us/uiiben/>. Mass layoff number 2000180.

Your wages for your final days worked before your layoff will be paid on the ordinary pay date for that pay period.

Your health insurance benefits will be covered through July 31, 2020. You will receive a notice about COBRA health care continuation by separate mail. You will be required to follow the instructions provided in that notice to cancel or continue your coverage, and the instructions for how and where to make your payments if you choose to continue coverage.

Thank you for your service to the City of Maumee and its Fire Division.

Sincerely,

Susan Noble

Susan Noble
Human Resources Commissioner

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11170 Alscot Lane
Whitehouse, OH 43571

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Susan Noble

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