



HOUWELING CAMARILLO, INC.

645 W. Laguna Rd. Camarillo, CA 93012

County of Ventura

SEP 09 2024

Clerk of the Board

September 5, 2024

WARN Act Coordinator

System Support Section

Workforce Investment Division

Employment Development Department

PO Box 826880, MIC 69

Sacramento CA 94280-0001

Re: Notice of Permanent Lay-off/Closure

Of Agricultural Employees

To Whom It May Concern:

Pursuant to the California **Worker Adjustment and Retraining Notification Act** (Cal WARN) and California Labor Code Sections 1400-1408, and the Federal Worker Adjustment and Retraining Notification Act (Fed WARN), this letter is to notify you that Houweling Camarillo, Inc. will be permanently laying off and closing its tomato and cucumber growing and harvest operations located in Oxnard, California, more commonly referred to as Houweling Camarillo, Inc. 645 W. Laguna Rd., Camarillo, CA 93012. The company will be permanently closing all of its agricultural greenhouse operations at the above location by early November (tomatoes) and cucumbers by mid-December 2024. The Company will be moving its entire operation to Wilcox, Arizona. Employees have been advised that they may seek alternative employment with our Company in Wilcox, Arizona should they voluntarily decide to relocate there.

645 W. Laguna Rd, Camarillo, CA 93012
P: 805.250.1600





This notification is required by law. The Company has decided to give this early notice to provide employees with more than the sixty (60) days' notice to find alternative employment following the permanent layoffs/closure.

The permanent layoffs will affect approximately 287 employees, including employees hired through a farm labor contractor named LaborNow. The affected jobs include all irrigation, cultural practices/maintenance, punchers, harvesting, transportation, forklift drivers, crew leaders and foremen. Enclosed is a list of the job titles of the number of employees in each job classification who will be affected by the permanent layoff/closure at the above location. [See Attachment "A"]

The employees who to be affected by the layoff are not represented by any Union. Additionally, bumping rights for the affected employees do not exist.

If you have any questions, please do not hesitate to call me at (805) 914-8213.

Sincerely,

Angel Lopez

Human Resources Coordinator

645 W. Laguna Rd, Camarillo, CA 93012
P: 805.250.1600





Also Sent Letters To:

Hon. John C. Zaragoza, Mayor of the City of Oxnard
Oxnard City Hall, 305 West Third Street, Oxnard, CA 93030

Chairman, Board of Supervisors, County of Ventura
Ventura County Board of Supervisors, 800 S. Victoria Ave., Ventura, CA 93009
Local Workforce Development Board of Ventura County
2901 N. Ventura Blvd., 3rd Floor Ventura, CA 93036

Robert P. Roy, President and General Counsel
Ventura County Agricultural Association
916 W. Ventura Blvd., Suite 101
Camarillo, CA 93010

Attachment: List of job classifications and number of employees in each position

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P: 805.250.1600





HOUWELING CAMARILLO, INC.

645 W. Laguna Rd., Camarillo, CA 93012

September 5, 2024

WARN ACT NOTICE TO EMPLOYEES

Permanent Layoff-Closure of Houweling Camarillo, Inc.

Dear Employee:

Pursuant to the **Worker Adjustment and Retraining Notification Act** of California (Cal WARN) and California Labor Code Sections 1400-1408, and the Federal Worker Adjustment and Retraining Notification Act (Fed WARN) this letter is to notify you that Houwelings Camarillo, Inc. will be permanently terminating its tomato and cucumber operations in mid-December 2024. The Company is formally closing its operations and moving all of its operations to Wilcox, Arizona. This notice affects all employees of the company who work at the above address, including the employees of our contractors. This notification is required by the above laws. The Company has decided to give this early notice to provide employees with more than the required sixty (60) days to find alternative employment prior following the permanent layoff/closure. Employees affected by the permanent layoff/closure lay-off are advised that they may seek alternative employment with our Company in its new operations in Wilcox, Arizona. Employees are eligible to seek unemployment benefits with the Employment Development Department following the layoffs/closure.

The affected employees have no union and no bumping rights. The specific job classifications affected by the layoffs are planting, cultural practices/maintenance, irrigators, harvesters, packers, forklift drivers, crew leaders and all administrative crew.

If you have any questions, please contact Angel Lopez at the company's office at (805) 914-8213.

Sincerely,

Angel Lopez Human Resources Coordinator

645 W. Laguna Rd, Camarillo, CA 93012
P: 805.250.1600





HOUWELING CAMARILLO, INC.

645 W. Laguna Rd. Camarillo, CA 93012

5 de Septiembre 2024

NOTIFICACION DE LA LEY DE WARN

Rebaja Permanente/Cierre de Houweling Camarillo, Inc.

Estimados empleados:

En acordancia con **el Ajuste del Trabajador y Notificación de Re-entrenamiento** de California (Cal WARN) y secciones de código de trabajo California 1400-1408, y la ley Federal el **Acto de Ajuste y Notificacion de Re-entrenamiento**, esta carta es para notificarle que sus operaciones en las cosechas de tomate y pepino serán terminadas permanentemente a mediados de Diciembre 2024. La Compañía estará cerrando formalmente y estará moviendo todas sus operaciones a Wilcox, Arizona. Esta notificación afecta a todos los empleados quienes trabajan en a la dirección arriba mencionada, incluyendo los empleados de nuestros contratistas. La notificación es mandatorio bajo las leyes arriba mencionadas. La compañía ha decidido dar este aviso temprano a los empleados, con más de los sesenta (60) días necesarios, para encontrar otro empleo antes del cierre de las operaciones y cese de todos los empleados. Ustedes están avisados de que pueden buscar otro empleo alternativo con nuestra compañía en sus operaciones nuevas en Wilcox, Arizona.

Los empleados afectados no tienen ningún sindicato de unión y ningún derecho de señoría. Las clasificaciones de trabajo afectadas por las rebajas permanentes y cierre son prácticas culturales/manteamiento, regadores, cosechadores, empacadores, chofer de troques y montacarga, mayordomos de cuadrilla y todos los administrativos.

Si usted tiene cualquier pregunta, por favor contactar a Angel Lopez en la oficina de la compañía al (805) 914-8213.

Sinceramente,

Angel Lopez Human Resources Coordinator

645 W. Laguna Rd, Camarillo, CA 93012
P: 805.250.1600





Attachment "A"

Job titles and number of current employees at Houweling Camarillo, Inc.

Job Title	Houwelings	LaborNow (Agency)	
Greenhouse Labor Manager	1		
Greenhouse Supervisor	3		
Lead hand (lead crew)	4		
Greenhouse Crop general labor activities (Including all labor, harvesting and miscellaneous)	131	45	
Maintenance Manager	1		
Maintenace	7	1	
Forklift driver	4	1	
Grower assistant	4	1	
Growers	2		
Sprayer	3	1	
Pest control (scouts & clerk)	5		
Packhouse Manager	1		
Packhouse Supervisor	1		
Packhouse Lead hand (lead crew)	6		
Packhouse general activities	22	34	
Quality control	1		
Safety	1		
Administrative crew (including receiving & shipping, and packaging clerks and Ops Manager)	6	1	
	203	84	287

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