

January 14, 2026

Mr. Antoine Jones
Acting Rapid Response Manager
Saltonstall Building
100 Cambridge St., 5th Floor
Boston, MA 02114

Re: Notice of Facility Furloughs/Layoffs

Dear Mr. Jones:

In accordance with Worker Adjustment and Retraining Notification Act (WARN Act) and Massachusetts General Laws Annotated Chapter 149 § 179B; Chapter 151A § 71B, we are writing to inform you that due to the unexpected continued delayed delivery of our car shells and components held at port related to the detention notice from US Customs and Border Protection (CBP) regarding the Uyghur Forced Labor Prevention Act (UFLPA), CRRC MA headquartered at 108 Myrtle St., 3rd Floor, Quincy, MA 02171, will conduct furloughs/layoffs at our facility located at 655 Page Blvd, Springfield, MA 01104 while we await CBP's review of our submitted response of required documentation.

As CRRC MA does not know when car shells and components will be released, it is anticipated that furloughs will take place on Monday, March 16, 2026. Approximately 161 team members will be impacted comprised of seven union positions/jobs and 19 non-union positions/jobs. Furloughs are expected to last through Friday, May 15, 2026. However, because the final status of our car shells and components is unknown, it is unclear whether on May 15th employees will be recalled from furlough, whether their furlough will be extended, or if they will be notified of layoff. These decisions are dependent on the on-going status of our deliveries and business operations. We will update employees on their status prior to Friday, May 8, 2026.

CRRC MA has been in contact with our two unions, IBEW Local Union 7 and Sheet Metal Workers Local 63 on how best to manage this furlough/layoff for represented workers. There are no known bumping rights.

Both union and non-union employees impacted will receive a written 60-day notice of position furlough with communication to employees beginning Wednesday, January 14, 2026. It is CRRC MA's intent to offer employees impacted with continued healthcare during their 2-month furlough. We have also coordinated dates with the MassHire Rapid Response Team to provide our employees with assistance with filing unemployment claims and understanding the unemployment processes. The Rapid Response Team will be onsite for multiple meetings beginning

Tuesday, March 3rd through Thursday, March 5th.

Job titles, layoff dates, and numbers of affected employees are as follows:

Job Title	Furlough/	# of Employees
Assembler Electrical-I	3/16/2026	15
Assembler Electrical-II	3/16/2026	18
Assembler Electrical-III	3/16/2026	33
Tech Test – III	3/16/2026	10
Assembler Mechanical-I	3/16/2026	13
Assembler Mechanical-II	3/16/2026	20
Assembler Mechanical-III	3/16/2026	24
Analyst IS Systems – I	3/16/2026	1
Controller Planner Sched	3/16/2026	2
Coord Admin Facilities	3/16/2026	1
Coordinator Doc	3/16/2026	1
Engineer Configuration	3/16/2026	1
Engineer Mechanical II	3/16/2026	1
Engineer PMO Config	3/16/2026	1
Engineer Process Quality	3/16/2026	2
Engineer Supplier Quality	3/16/2026	1
Engineer Test	3/16/2026	1
Expediter Material	3/16/2026	1
Inspector Quality	3/16/2026	7
Mgr Project Quality	3/16/2026	1
Specialist Logistics	3/16/2026	1
Specialist Procurement	3/16/2026	1
Specialist Procurement Op	3/16/2026	1
Specialist SQ	3/16/2026	1
Sup Document Coordinator	3/16/2026	1
Supv Production – I	3/16/2026	2

For further information, please contact **Paul Andruszkiewicz, Director of Human Resources, andruszkiewicz.paul@crrcma.com**.

Sincerely,



Paul Andruszkiewicz
Director of Human Resources

cc: Mayor Domenic J. Sarno