



SENT VIA EMAIL AND REGULAR MAIL

July 31, 2014

LeRoy Cammack
Mayor – City of Ontario
444 SW 4th Street
Ontario, OR 97914
Email: leroycammack@gmail.com

Re: WARN Notice – Notice of Facility Closures for Elks Rehab Hospital and Related Facilities

Dear Mayor Cammack:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”), 29 U.S.C. Section 2010-2109, this letter is to advise you that the Idaho Elks Rehabilitation Hospital, Inc., a tax-exempt Idaho nonprofit corporation, d/b/a Elks Rehab System (“Elks”) is planning to terminate its employees at the Elks Rehab Hospital located at 600 North Robbins Road Boise, Idaho 83702 (the “Hospital”) and at the facilities described on Schedule A attached hereto (together with the Hospital, the “Facilities”). It is anticipated that Elks will no longer operate the Facilities as of October 1, 2014.

These employment terminations, which may entail a “mass layoff” or “facility closing” under WARN, are the result of discussions between Elks and St. Luke’s Health System, Ltd. and St. Luke’s Regional Medical Center, Ltd. (together, “St. Luke’s”) through which Elks will discontinue operations as a healthcare provider and St. Luke’s will simultaneously open a new rehabilitation service line. It is anticipated that the employee separations will occur on or about September 30, 2014, or within 14 days thereafter. However, it is anticipated that beginning October 1, 2014, St. Luke’s will operate the Facilities and is expected to hire at least 80% of the current Elks employees.

The layoffs will affect a total of approximately 516 employees in all positions at the Facilities. As of July 18, 2014, the job titles of positions to be affected in the city of Ontario and the number of affected employees in each classification are as follows:

Row Labels	Count of Title
ONTARIO	
1182 SW 4TH AVE	
Audiologist Adult Hearing	2
Clinical Secretary HB	2
Site Manager Hearing & Balance	1
Total	5

These layoffs are permanent. There are no bumping rights in existence, nor are there any unions representing the affected employees. Elks intends to offer severance benefits to affected eligible employees. It is our hope that these programs will lessen the impact of this closure on individual employees and on our community.

Please keep in mind that other circumstances may delay or cancel this transaction, in which case we will notify you as soon as possible. For further information or for any questions, feel free to contact Bob Jaundalderis, Director of Marketing, at (208) 489-4702 or email questions to bjaundalderis@elksrehab.org.

Thank you for your attention and understanding. Elks Rehab System will continue to keep the needs of our patients and employees a priority through this transition period.

Very truly yours,



Melissa Honsinger
Chief Executive Officer

cc: (via email and U.S. mail):

Laura J. Roberts, Community Colleges and Workforce Development
laura.j.roberts@state.or.us

Brad Avakian, Labor Commissioner
brad.avakian@state.or.us

SCHEDULE B

Names and addresses of State Officials Notified

NO.	BUSINESS UNIT	ADDRESS
1.	Elks Rehab Hospital	600 N. Robbins Road, Boise, ID 83702
2.	Nampa Field Office	5640 E Franklin Rd. Suite B, Nampa, ID 83687
3.	Business Office	100 W. State Street, Boise, ID 83702

ST. LUKE'S/ELKS REHAB & CHILDREN'S REHAB
ADA COUNTY, ID

NO.	BUSINESS UNIT/LOCATION	ADDRESS
1.	Americana	703 Americana Blvd., Ste. 130, Boise, ID 83702
2.	Boise Pediatrics	405 West Myrtle Street, Boise, ID 83702
3.	Downtown (Elks)	600 N. Robbins Road, Suite 101, Boise, ID 83702
4.	East Boise	2475 Apple Street, Suite 200, Boise, ID 83716
5.	Meridian Adult	520 S. Eagle Road, Suite 2106, Meridian, ID 83642
6.	Meridian Children's	3525 E. Louise Drive, Suite 255, Meridian, ID 83642
7.	West Boise	2999 N. Lakeharbor Lane, Suite 120, Boise ID 83703
8.	Primary Health Wellness	6052 West State Street, Boise, ID 83703

CANYON COUNTY, ID

9.	Nampa Children's	207 W. Georgia Ave., Suite 170, Nampa, ID 83686
10.	Caldwell Children's/Caldwell Orthopedics	2615 E. Cleveland Blvd, Caldwell, ID 83605

WOOD RIVER VALLEY, ID

11.	Hailey Clinic	1450 Aviation Drive, Suite 201, Hailey, ID 83333
12.	Ketchum Clinic	100 Hospital, Suite 104, Ketchum, ID 83340

ELKS HEARING & BALANCE CENTER

NO.	BUSINESS UNIT/LOCATION	ADDRESS
1.	Boise	510 North 2nd Street, Suite 201, Boise, ID 83702
2.	Eagle	3101 East State Street, Eagle, ID 83616

SCHEDULE B

Names and addresses of State Officials Notified

3.	Meridian	520 S. Eagle Road, Suite 1225, Meridian, ID 83642
4.	Nampa	5640 E Franklin Rd. Suite B, Nampa, ID 83687
5.	Ontario, Oregon	1182 SW 4th Avenue, Ontario, OR 97914

ST. LUKE'S/ELKS WOUND CENTER

NO.	BUSINESS UNIT/LOCATION	ADDRESS
1.	Boise	600 N. Robbins Road, Boise, ID 83702
2.	Meridian	3277 E. Louise Drive, Suite 410, Meridian, ID 83642

NO.	BUSINESS UNIT	ADDRESS
1.	Elks Internal Medicine	600 N. Robbins Road, Boise, ID 83702