



WARN NO.
8260

Mental Health Counseling Service
702 Sunset Drive, Ontario, Oregon 97914
Telephone: (541) 889-9167

TO: Umatilla County Commissioners; Oregon Employment Department Rapid Response Team Dislocated Worker Unit

FROM: Lifeways, Inc., Umatilla County locations

CONTACT: Christine Gray, Chief Human Resources Officer, (541)889-9167

RE: Notice of Layoff Pursuant to The Worker Adjustment and Retraining Notification (Warn) Act

Date: August 13, 2021

As the County is aware, Lifeways will experience a reduction in its workforce in Umatilla County due to the County's not renewing the contract for services to Lifeways. A number of employees of Lifeways in Umatilla County will experience layoffs, potentially beginning October 13, 2021. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you of this layoff. The information provided below represents the best information available to the organization at the time this notice was issued.

1. Is the layoff going to be permanent?

At this time, you should consider the layoff to be permanent due to the loss of the Umatilla County contract. Lifeways will attempt to continue employment of some Umatilla County employees in other positions in other locations. If these efforts are successful, some employees may be maintained or recalled to work. However, because the success of such efforts are entirely unknown at this time, no employee who is being laid off should count on being recalled to employment with Lifeways.

2. When will the layoffs begin and who is affected?

Lifeways expects potential layoffs to begin around October 13, 2021, depending on when the new provider takes over operations. The layoffs may come in stages. Lifeways employment of its Umatilla County employees is potentially expected to end between October 13, 2021 and November 30, 2021, but layoffs may be earlier or later in that timeframe, again depending upon the transition to the new provider.

All employees in all job titles and all positions in Umatilla County are affected. The total number of affected employees is estimated to be approximately 100.

3. Are there "bumping" rights based on seniority with the company?

Lifeways does not recognize strict seniority rights, therefore no "bumping" rights exist.

4. Who can I contact for further information?

If you have further questions or need additional information, you may contact Lifeways Human Resources, Christine Gray at cgray@lifeways.org or hr@lifeways.org or by phone at (541) 889-9167.

Sincerely,

Christine Gray

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