

December 23, 2023

WARN #8648

To: [Employee name]

From: Justin Thomas, Sr. Director HR

Re: Notice of layoff to affected employees pursuant to the Worker Adjustment and Retraining Notification (WARN) Act.

As has been previously announced, PeaceHealth will experience a reduction in its workforce, and a number of employees of PeaceHealth will experience layoffs, as a result of the closing of the University District hospital and consolidation of services at RiverBend. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that you are likely to be laid off due to the closure.

The purpose of this notice is to provide you with the answers to some questions that you may have regarding your layoff so that you can prepare to locate other employment. The information provided below represents the best information available to the organization at the time this notice was issued.

1. Is my layoff going to be permanent or can I expect to be recalled to employment at some time in the future?

At this time, you should consider your layoff to be permanent. This will not prevent you to apply to open positions in the future at other PeaceHealth facilities as we continue to serve our communities.

2. When will the layoffs begin and when am I likely to be laid off?

PeaceHealth expects layoffs to begin around December 20th. The layoffs may come in stages, depending upon the need for Caregivers as we continue the consolidation of services at University District. Your employment is likely to end around December 20th, but may end slightly sooner or later, again depending upon the business need to maintain staff as the full impact of these changes becomes known.

3. Do I have any right to "bump" other employees from their jobs based on my seniority with the company?

PeaceHealth does recognize there are multiple collective bargaining agreements that discuss displacement of other caregivers. Seniority is taken into consideration in determining which employees to lay off and the timing of each employee's layoff.

4. Will PeaceHealth be providing any severance benefits to employees who are laid off?

PeaceHealth has established a severance policy and plans to provide employees with further information regarding their employee benefits and to assist them during this time.

5. Who can I contact for further information?

If you have further questions or need additional information, you may contact Justin Thomas at jthomas1@peacehealth.org.