WARN #9532

From: Reese,Todd
To: EDDWarnNotice@edd.ca.gov; DLIR.workforce.council@hawaii.gov; WELTER Michael * HECC
Cc: AskVJC@glendaleca.gov; DLIR.workforce.council@hawaii.gov; info.KingsJTO@co.kings.ca.us; info@nworegonworks.org; info@sjcworknet.org; info@solanowdb.org; info@worksystems.org; LakeAJCC@careerpointnorthbay.org; MendocinoAJCC@careerpointnorthbay.org; NapaAJCC@careerpointnorthbay.org; WDBVC@venturacounty.gov
Subject: Announcement of Planned Action
Date: Wednesday, June 24, 2026 12:30:27 PM
Attachments: Schedule A.pdf

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Dear WARN Act Coordinator and/or Local Workforce Development Board:

Adventist Health Systems/West ("Adventist Health") is implementing a restructuring initiative that includes the centralization and standardization of roles within our Quality, Risk, Infection Prevention, and Accreditation functions. As part of this process, 132 roles across multiple facilities within our health system are being eliminated.

Be that as it may, Adventist Health has created new positions within the centralized structure, and many affected employees have been offered opportunities to transition into these roles. As of the date of this notice, more than 80 employees have accepted positions within the new structure.

This action impacts employees at multiple Adventist Health hospitals across several states and counties. Due to the broad geographic scope of these changes, Adventist Health is issuing a single WARN notice to the applicable state and local agencies. The affected positions, including job titles and the number of impacted employees by state, county, and location, are detailed in Schedule A attached to this notice.

Consistent with the WARN Act requirements, employment separations are expected to begin on or about July 3, 2026. These employment actions are anticipated to be permanent. All affected employees have received at least sixty (60) days' written notice.

Bumping rights are not available to affected employees. Affected employees are not represented by a union or collective bargaining representative.

Information regarding local workforce development resources, including the appropriate Local Workforce Investment Board and CalFresh programs, has been provided to affected employees. Adventist Health remains willing to coordinate with local workforce development agencies to support impacted employees, although such coordination may be limited given the availability of internal reassignment opportunities.

This information will also be mailed to local workforce development boards without an email address or as required by law (e.g. Hawaii Dislocated Workers Act). If you have any questions or require additional information, please contact me.

Todd Reese, MBA, GPHR, SHRM-SCP | Network Director | Human Resources
Adventist Health | ONE Adventist Health Way | Roseville, CA 95661
P 916-406-0800 | AdventistHealth.org

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