



May 22, 2020

**Via E-mail**

WARN Coordinator  
Missouri Department of Higher  
Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

**Via E-Mail**

Mayor Ken McClure  
840 Boonville Avenue  
Springfield, MO 65802  
kmclure@springfieldmo.gov

**Via E-Mail**

Bob Dixon, Presiding Commissioner  
Greene County Commission Office  
1443 N. Robberson Ave., 10th Floor  
Springfield, MO 65802  
BDixon@greencountymo.gov

Re: Announcement of Planned Action

Dear WARN Coordinator, Commissioner Dixon, and Mayor McClure

As a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster, we are writing to inform you that there will be position eliminations and furloughs at the Mercy Hospital Springfield campus, with operations at the following addresses: 1235 E. Cherokee Street, 1965 S. Fremont Avenue, 2055 S. Fremont Avenue, 2115 S. Fremont Avenue, 2135 S. Fremont Avenue, 2030 S. National Avenue, and 1229 E. Seminole Street in Springfield, Missouri. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed. The position eliminations and furloughs are expected to be permanent for some employees and temporary for others. The expected date of the first separation will be May 22, 2020 (unless noted otherwise in the attached Exhibits).

It is anticipated that 696 employees will be affected. All affected employees have been notified of their separation dates and that their separation from employment will be either permanent or temporary. Those employees are expected to be separated from employment beginning on May 22, 2020, with all separations accomplished by August 20, 2020.

A listing of job titles impacted by a permanent separation is attached as Exhibit A. A listing of job titles impacted by a temporary separation is attached as Exhibit B.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this event.

This notice is intended to comply with Mercy’s notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act (“WARN Act”), 29 U.S.C. §§ 2101-2109. Even though Mercy believes the WARN Act does not apply based on the “single site of employment” or “campus” definitions, in an abundance of caution, Mercy is providing you with this notice to the extent this is considered a “triggering event” or “mass layoff” for purposes of the WARN Act and/or other applicable law. The giving of this notice, however, shall not constitute an acknowledgement or admission by Mercy of any obligations under the WARN Act in the event the effects of the position eliminations and furloughs are such that the WARN Act requirements do not apply.

Exhibit A

Expected separation date of May 22, 2020:

Job Title	Number Impacted
Administrative Assistant I	1
Athletic Trainer II	1
Cardiopulmonary Rehab Nurse	1
CFO - Central Community	1
Chaplain I	2
Clinical Documentation Speclst	1
Clinical Pharmacist	1
Cook	1
Corporate Wellness Educator-Ld	1
Customer Service Specialist I	1
Data Analyst II	1
Database Analyst	1
Diet Technician	1
Director-Marketing Planning	1
Director-Operations	1
Director-Volunteer Services	1
Dir-Provider Onboarding & Retn	1
DRG Validation & Appeals Spec	1
Environmental Compliance Mgr	1
Executive Assistant	2
Executive Director-Recruitment	1
Exercise Physiologist	2
Graphic Design Specialist	1
Health & Wellness Coach	4
Health Info Svc Clerk	1
HR Assistant	2
Infection Control Specialist	1
Lab Support Technician IV	1
Lead System Administrator	1
Lead Tech/Ops Analyst	1
Manager-Communications Center	1
Manager-Retail Food Svc	1
Medical Assistant	15
Medical Transcriptionist I	1
Membership Services Coord	1
Nurse Navigator	1
Nurse Practitioner	10
Nurse Practitioner II-Clinic	1
Office Coordinator	1

Office Supervisor	1
Optician	1
Paralegal III	1
Patient Access Representative	2
Patient Benefit Advisor I	1
Patient Benefit Advisor III	1
Patient Relations Coordinator	1
Patient Svc Representative	4
Physical Therapist	1
Physician Assistant	4
Practice Manager	1
Practice Nurse LPN	1
Privacy Manager	1
Program Intake Coordinator	1
Quality Improvement Analyst	1
Recruiter	2
Recruitment Assistant	1
Reg Respiratory Therapist	1
Registered Nurse	1
Senior Financial Analyst II	1
Senior HR Manager	1
Service Center Technician	1
Sleep Medicine Technician II	1
Specialty Food Service Tech	4
Speech Therapist	1
Sr Chargemaster Clinical Spec	1
Sr Clin Bus Sol Analyst - Epic	1
Sr Clinic Business Sol Analyst	1
Sr EHR Credentialed Instructor	1
Stroke Educator	1
Talent Scout	1
Truck Driver	1
Utilization Review Nurse	1
Vice President-Operations	3

Expected separation date of August 20, 2020:

Job Title	Number Impacted
Critical Care Physician	1
Hospitalist	4
Pediatric Physician	1
Physician	5

Exhibit B

Job Title	Number Impacted
Admin Director-Flight Program	1
Administrative Assistant I	2
Administrative Assistant II	2
Administrative Assistant III	1
Administrative Assistant IV	1
Anesthesiologist	1
AP Lab Assistant I	1
AP Lab Assistant III	1
Assoc Informatics Analyst	1
Athletic Trainer II	9
Business Systems Analyst III	1
Cafeteria Technician I	2
Cardiac Rehab Coordinator	1
Cardiopulmonary Rehab Nurse	6
Cardiovascular Tech I	1
Catering Technician I	1
Certified Culinarian	1
Chaplain III	1
Charge RN	1
Child Life Specialist	4
Clin Research Scientist III	1
Clinic Training Coord-Clinical	1
Clinical Documentation Speclst	1
Clinical Educator	19
Clinical Educator II	1
Clinical Nurse Specialist IV	1
Clinical Pharmacist	1
Clinical Student Coordinator	1
Clinical Supervisor	5
Coding Specialist II	1
Community Health & Access Dir	1
Community Hlth & Access Coord	1
Cook	3
CT Technologist	1
Customer Service Specialist I	1
CV Program Assistant	1
Dietitian I	1
Director-Cardiac Cath Lab	1
Director-Operations	1
Director-Respiratory Therapy	1

Education Coordinator	1
Educator/Project Coordinator	1
Emergency Room Technician	6
Endoscopy Technician	2
Endoscopy Technician II	1
Exercise Physiologist	1
Fellowship Specialist	3
Food Service Tech I	2
Health Info Svc Coordinator	1
Health Info Svc Technician	1
House Supervisor	2
Imaging Assistant	2
Infection Control Specialist	1
Lab Support Technician I	6
Lab Support Technician II	3
Lab Support Technician III	2
Lab Support Technician IV	1
Lactation Consultant	6
Licensed Practical Nurse II	5
Mammography Technologist	4
Manager-Business Operations	1
Manager-Cardiopulmonary Srvcs	1
Manager-Child Life	1
Manager-Environmental Services	1
Manager-Imaging Services	1
Manager-Lab Operations	3
Manager-Pastoral Services	1
Manager-Pharmacy Operations	1
Manager-Therapy Services	1
Medical Assistant	9
Medical Assistant Coordinator	1
Medical Navigator	1
Medical Technologist I	2
Medical Technologist II	1
Medical Technologist III	1
Monitor Technician	2
MRI Technologist	1
NICU Associate	2
Nurse Anesthetist	8
Nurse Clinician	2
Nurse Navigator	3
Nurse Practitioner	12
Nurse Technician	12

Nursing Operations Coordinator	1
Nursing Supervisor	1
Office Assistant	1
Office Coordinator	1
Optician	2
Optometrist	3
Orthopedic Technician	1
Pathologist	1
Patient Access Representative	6
Patient Account Representative	1
Patient Care Associate	99
Patient Educator	1
Patient Svc Representative	11
Patient Transporter	44
Patient Transporter-Lead	5
Pediatric Physician	1
Perfusion Assistant II	1
Pharmacist	1
Pharmacy Technician I	6
Physical Therapist	4
Physical Therapy Assistant	2
Physician Assistant	3
Practice Manager	1
Practice Manager II	1
Practice Nurse LPN	3
Prep Cook	2
Procedure Technician I	1
Project Coordinator	1
Project Manager	1
Quality Improvement Analyst	1
Quality Improvement Coord	1
Radiation Therapy Technologist	1
Radiologic Technologist	2
Radiology Coordinator	1
Reg Polysomnographic Tech	5
Reg Respiratory Therapist	11
Registered Nurse	65
Respiratory Care Coordinator	1
RN-Specialty	4
Senior Recruiter	1
Sitter	13
Sleep Medicine Technician II	1
Social Worker II	1

Sous Chef	1
Specialty Food Service Tech	3
Specialty Food Svc Tech-Lead	1
Sr Manager-Client Services	1
Sr Spec-Clinical Education	1
STEMI Program Coordinator	1
Store Room Clerk	1
Supervisor-Clinical Support	1
Supervisor-Environmental Svc	3
Supervisor-Lab Support Techs	1
Supervisor-Logistics	1
Supervisor-Mammography	1
Supervisor-Nuclear Medicine	1
Supervisor-Pharmacy	1
Supervisor-Public Safety	3
Supervisor-Radiology Shift	1
Supply Chain Coordinator I	1
Supply Chain Coordinator II	2
Supply Chain Tech II	1
Supvr-Dietary Resources	2
Surgical Procedure Assistant	16
Surgical Technologist	3
Ultrasound Technologist II	2
Unit Secretary	3