



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 Barry L. Glantz
300 N. New Ballas Road
Creve Coeur, MO 63141
bglantz@crevecoeurmo.gov

Via E-Mail

Dr. Sam Page, County Executive
41 South Central Avenue
Clayton, MO 63105
spage@stlouisco.com

Re: Announcement of Planned Action

Dear WARN Coordinator, Dr. Page, and Mayor Glantz:

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 St. Louis campus, with operations at the following addresses: 607 S. New Ballas Road, 615 S. New Ballas Road, 621 S. New Ballas Road, 625 S. New Ballas Road, and 777 S. New Ballas Road in St. Louis County, 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 663 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
Activities Coordinator	1
Administrative Assistant I	1
Administrative Assistant II	4
Administrative Assistant III	1
Administrative Assistant IV	1
Anesthesia Technician	1
Assistant Manager - vAlert	1
Assoc Foundation Coordinator	1
Athletic Trainer II	1
Cancer Registrar Assistant	1
Cardiac Sonographer II	1
Cash Accounting Representative	1
Certified Surgical Tech-FA	1
Child Life Specialist	1
Clinical Midwife	1
Clinical Nurse	13
Clinical Nurse Per Diem	2
Coding Specialist I	1
Coding Verification Specialist	1
Community Engagement Manager	1
Cook	2
Cook II	1
Counselor	2
CT Technologist	1
CT Technologist II	1
Director-Human Resources	1
Exec Dir-Strategic Initiatives	1
Faculty Midwife	1
Financial Coordinator	1
Food Service Tech I	5
Hearing Technician II	2
Hospitality Liaison	2
HR Associate	1
HR Generalist	2
Inventory Specialist	1
Lead Cert Clin Research Nurse	1
Manager - Neuroscience	1
Manager-Cancer Registry	1
Manager-Cancer Support Service	1

Manager-Gift Shop	1
Manager-JFK Clinic	1
Manager-Nursing Lvl 2	2
Manager-Retail Food Svc	1
Manager-Sleep Medicine	1
Marketing Planning Manager	1
Mechanic II	2
Medical Assistant I	1
Medical Assistant II	2
Medical Receptionist I	1
Medical Receptionist II	1
Medical Receptionist III	1
Medical Secretary	3
Medical Staff Svcs Assistant	1
Medical Technologist II	3
MRI Technologist	1
Music Therapist	1
Neuropsychologist	1
Nurse Practitioner	2
Office Assistant III	1
Operations Assistant	2
Patient Access Representative	4
Patient Benefit Advisor I	1
Patient Benefit Advisor II	1
Patient Care Technician	1
Patient RN Advocate	1
Pharmacist	8
Pharmacy Technician I	2
Pharmacy Technician II	4
Physician Assistant	2
Practice Coordinator	1
Practice Manager II	2
Practice Nurse Clinician	1
Practice Specialty RN	3
Project Management Consultant	1
Radiation Therapy Technologist	1
Radiologic Technologist II	1
Reg Respiratory Therapist	2
Reg Respiratory Therapist-Chld	1
Regional Director-Facilities	1
Regional VP HR-East	1
Registered Nurse II	8
Research Operations Assist III	1

Respiratory Clinician	1
RN - Instructor	1
Sales Associate	7
Scheduler	1
Senior Pharmacy Technician	1
Sleep Medicine Technologist	1
Social Worker II	1
Specialist-Clinical Education	1
Sr Cert Clin Research Nurse	2
Sr Spec-Clinical Education	1
Student Nurse Tech	1
Supervisor-Clinical Nursing	1
Supervisor-GI Services	1
Supervisor-Nuclear Medicine	1
Supervisor-Nutrition/Culinary	1
Supervisor-Pharmacy Services	1
Supervisor-Radiology Svc	1
Supply Chain Tech II	1
Supvr-Radiology Clerical Svc	1
Supv-Service Cntr/Cust Support	1
Surgical Services Assistant	2
Surgical Technologist	6
Talent Specialist MV Education	1
Team Leader-Respiratory	1
Unit Aide	1
Utilization/Case Manager	1
Vascular Sonographer III	2
Vending Machine Associate	1
Vice President-Operations	1
VP-Support Services	1

Expected separation date of August 20, 2020:

Job Title	Number Impacted
Physician	18

Exhibit B

Job Title	Number Impacted
ABA Implementer	3
Administrative Assistant II	4
Administrative Assistant III	2
Advanced Nurse Clinician	3
Anesthesia Technician	3
Assoc Regulatory Coordinator	1
Audiologist	2
Baker I	1
Behavioral Health Tech III	1
Cardiac Sonographer II	2
Care Manager II	1
Case Manager- East	1
Catering Assistant	3
Certified Athletic Trainer	3
Certified Surgical Tech-FA	2
Child Life Specialist	1
Clinical Nurse	81
Clinical Nurse - MTRC	2
Clinical Research Coordinator	1
Cook	2
Coord-Paramedic Education	1
Courtesy Van Driver	4
Dietitian II	2
Education Coordinator	1
EKG Technician I	1
Environmental Safety Coord	1
Environmental Svc Tech I	2
Exercise Physiologist	1
Facility Systems Tech I	1
Faculty Midwife	1
Financial Coordinator	1
Food Service Tech - Lead	1
Food Service Tech I	10
Food Service Tech II	12
Genetic Counselor	1
Healing Nurse Coordinator	2
Health Info Svs Associate	4
Health Info Svs Specialist	1
Hospitality Liaison	2

Imaging Support Technician	1
Inventory Control Coord	1
Inventory Specialist	1
Laboratory Assistant II	1
Lead Clinical Research Nurse	1
Lead IT Business Partner	1
Licensed Practical Nurse II	2
Lymphedema Rehab Specialist	3
Mammography Technologist II	3
Mammography Technologist III	1
Manager-Nursing Lvl 2	1
Manager-Pharmacy Operations	1
Materials Handler I	4
Materials Handler II	1
McAuley Mentor	1
Mechanic II	2
Mechanic III	1
Medical Assistant II	2
Medical Receptionist I	1
Medical Receptionist II	4
Medical Receptionist III	3
Medical Secretary	1
MH Case Manager II-Therapist	1
Nuclear Med Technologist II	1
Nuclear Medicine Technologist	1
Nurse Clinician	2
Nurse Navigator	5
Nurse Practitioner	17
Nurse Practitioner/Supervisor	1
OB Technician I	1
Office Assistant III	1
Office Supervisor	1
Patient Access Lead	1
Patient Access Representative	24
Patient Care Associate	16
Patient Care Technician	7
Patient Family Liaison II	1
Patient RN Advocate	1
Patient Support Associate	8
Patient Svc Representative	2
Perinatal Outreach Coordinator	1
Pharmacy Technician I	1
Physical Therapist-Athl Trnr	1

Physician Assistant	5
Policy and Standards Coord	1
Practice Specialty RN	2
Radiologic Technologist	1
Radiologic Technologist II	6
Radiologic Technologist-Lead	1
Reg Respiratory Therapist	6
Registered Nurse	7
Registered Nurse II	8
Research Operations Assist III	1
RN - First Assistant	9
RN-Practitioner	3
RN-Weekend	4
Sales Associate	2
Scheduler	2
Security Officer I	8
Security Officer III	1
Senior Scheduler	2
Senior Service Cntr Technician	1
Service Center Technician	1
Sleep Medicine Coordinator	1
Sleep Medicine Tech - Lead	1
Sleep Medicine Technologist	8
Social Worker II	1
Special Education Teacher	1
Speech Therapist	1
Sr CV Svcs Business Analyst	1
Stroke Coordinator I	4
Supervisor-Central Transport	1
Supervisor-Clinical Nursing	2
Supervisor-Nutrition/Culinary	2
Supervisor-Retail Shop	1
Supply Chain Tech	5
Supply Chain Tech I	11
Supply Chain Tech II	12
Supv-CV Spec Proc STEMI Coord	1
Surgical Services Assistant	6
Surgical Technologist	12
Surgical Technologist Educator	1
System Analyst-Imaging	1
Therapy Svcs Technician	1
Ultrasound Technologist I	2
Ultrasound Technologist IV	1

Unit Aide	1
Vascular Sonographer II	2
VP-Ops Care Optimization	1
Wound Care Ostomy - RN	8