



June 6, 2017

[REDACTED]

Re: Closure of SNF and Subacute

Dear [REDACTED],

California Pacific Medical Center ("CPMC") has made the difficult decision to close the Skilled Nursing Facility at the St. Luke's Campus, which includes both Skilled Nursing and Subacute. We anticipate the closure will occur on October 31, 2017; however, this depends on securing the best possible care facility for each patient. Because of this closure, CPMC will be eliminating the positions of all individuals employed in the Skilled Nursing Facility at the St. Luke's Campus. These reductions are expected to be permanent.

As a result, your current position with CPMC will be eliminated.

Unfortunately we cannot provide you an exact timeframe for the closure of these programs as this will fully depend on finding the best possible placement for each patient. Those patients receiving skilled nursing care will be discharged more quickly as their average length of stay is much shorter than that of the subacute patients. We anticipate the positions of those caring for patients receiving skilled nursing care will be eliminated effective August 10, 2017.

With regard to our subacute patients, we anticipate that positions will be eliminated gradually over time as the subacute patients transition to other facilities. The precise timing will depend on staffing needs as patient census gradually decreases. At this time, please understand the subacute positions may be eliminated as early as the 14-day period between August 10, 2017 and August 24, 2017, but we may extend this date as needed to meet the needs of our patient population. We anticipate closure of the unit no later than October 31, 2017.

The collective bargaining agreement between CPMC and your union may provide certain bumping and seniority rights. We will be working with your union representatives to review the impact of the closure on affected employees. We will be considering and discussing with union representatives various options, including job retraining, alternative placement and other opportunities.

If you have questions about the reductions, please contact Laura Van, Human Resources Director, at (415) 600-4230.

Dislocated worker assistance through California's Employment Development Department (EDD) is a resource available to you. For information about unemployment insurance benefits, call EDD at (866) 333-4606 or visit the EDD website at www.edd.ca.gov/Unemployment/. The EDD's San Francisco Workforce Service office is located at 801 Turk St, San Francisco, CA 94102, 510-670-5700, <http://oewd.org/workforce>.

Thank you for your service to our organization, our patients, and our community.

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Battista', with a long horizontal flourish extending to the right.

Edward Battista
Vice President, Human Resources