



always there.

Date: September 30, 2014

To: Workforce Investment Act Section
Victor Office Center – 5th Floor
201 North Washington Square
Lansing, Michigan 48913

Attention: Krista Johnson, Manager

Telephone: (517) 373-6234
Facsimile: (517) 373-4648

From: Hakim W. Berry, Director
Labor and Employee Relations
The Detroit Medical Center
3663 Woodward Avenue, Suite 200
4th Floor
Detroit, Michigan 48201

Telephone: 313.578.3940
Facsimile: 313.578.2778

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WORKFORCE PROGRAMS

RE: Worker Adjustment and Retraining Notification Notice

Dear Ms. Johnson:

In accordance with the provisions of the Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 USC § 2101 *et seq.*, you are hereby being notified that The Detroit Medical Center (the "DMC") is in the process of transferring its housekeeping functions to an outside vendor in order to maintain efficient and reliable hospital operations. This transfer has not been finalized and is subject to certain events and conditions being satisfied. The selected vendor will carry out housekeeping functions at the affected locations. As such, this letter informs you that this transfer will result in a workforce reduction and directly impact employees at the following sites:

Children's Hospital of Michigan, 3901 Beaubien St, Detroit, MI, 48201
Detroit Receiving Hospital, 4201 St. Antoine St, Detroit, MI 48201
DMC Surgery Hospital, 30671 Stephenson Hwy, Madison Heights, MI 48071
Harper University Hospital/Hutzel Women's Hospital 3990 John R, Detroit, MI 48201
Huron Valley-Sinai Hospital, 1 Williams Carls Drive, Commerce, MI 48382
Rehabilitation Institute of Michigan, 261 Mack Ave, Detroit, MI 48201
Sinai Grace Hospital, 6071 W. Outer Dr, Detroit, MI 48235

We are providing WARN notice to all affected employees and/or representatives at this site. The transfer is expected to result in permanent layoffs of 565 employees beginning effective December 1, 2014

Attached to this Notice is a list reflecting the job titles of the positions to be affected by this transfer and the number of affected employees in each job classification. Bumping rights do exist for these employees.

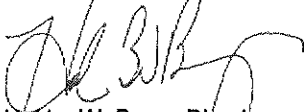
Some of the employees affected by this action are represented by the following labor organization[s]:

SEIU HealthCare Michigan
2604 4th Street
Detroit, MI 48201
Marge Robinson, President

AFSCME Council 25
600 W. Lafayette, Suite 500
Detroit, Michigan 48226
Albert Garrett, President

The DMC will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their layoff. If you have any questions or require further information regarding this Notice, please contact **Hakim W. Berry, Director Labor and Employee Relations 313.578.3940**.

Sincerely,
The Detroit Medical Center



Hakim W. Berry, Director
Labor and Employee Relations

Attachment (List of affected positions)

Exhibit - Lay-off List

Process Level	Classification Title	Total
Children's Hospital of Michigan	Housekeeping Aide	113
Detroit Receiving Hospital	Housekeeping Aide	99
Harper University Hospital/ Hutzel Women's Hospital	Housekeeping Aide	157
Huron Valley Sinai Hospital	Environmental Services Worker II	45
DMC Surgery Hospital	Housekeeping Aide	8
Rehabilitation Institute of Michigan	Housekeeping Aide	21
Sinai Grace Hospital	Housekeeping Aide	122
Grand Total		565

Total
565