

November 15, 2024

Jimelle Howard  
TAA/RR Section Manager  
State of Michigan, Labor and Economic Opportunity, Workforce Development  
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Dear Ms. Howard:

Oakland Physicians Medical Center, LLC d/b/a Pontiac General Hospital “Pontiac General” hereby provides notice of layoffs at its facility that is located at 461 W. Huron Street, Pontiac, Michigan. Please be advised that Pontiac General is providing notice for the benefit of its employees despite the fact that it does not believe that there is a notice requirement under the Worker Adjustment and Retraining Notification Act (“WARN Act”). This is because the layoffs at the facility are expected to be less than 6 months in duration.

To the extent that notice would be required under WARN, Pontiac General is providing notice as soon as reasonably practicable as it has just learned that it has been excluded from receiving Medicare funds, and did not reasonably foresee this event. Pontiac General, however, believes that this exclusion from receiving Medicare funds is temporary and will last for less than six months, and thus the layoffs are not expected to be permanent. Pontiac General does not anticipate that the entire facility will be affected and that there will not be a complete shutdown of the facility.

At this time, the anticipated job losses resulting in this sudden loss of funding are expected to occur in phases. However, the job losses will be contingent on how quickly our patient load will be impacted and it is not possible to determine all of the employees who will be impacted in the second phase at this time. AFSCME and UAW represented employees have bumping rights as provided in the collective bargaining agreement. Non-union employees do not have bumping rights.

In the first phase, the employees in the following positions will be laid off on November 29, 2024.

AFSCME Union Represented Positions:

Certified Nurse Assistant	13
Inventory Control Clerk	1
LPN	15
Medical Records Analyst	1
MHT	79
MHT - DD	11
MHT Lead - DD	4

Oper Inf Rep	1
Patient Access Rep	1
Unit Secretary	1

UAW Union Represented Positions:

RN - Float	5
RN - OR Nurse	3
RN - Staff Nurse	19

Non-Union Represented Positions

Activities Coordinator	1
Case Manager	2
Consultant	1
Coordinator	3
CRNA	1
Intake Coordinator	2
IT Coordinator	1
Lab Assistant	1
MLT Med Lab Tech	1
Patient Account Analyst	1
Pharmacy Tech	3
Psy Soc Worker MSS	5
Recreational Therapist	3
Registered Pharmacist	2
RN - Supervisor	1
Senior Recruiter	1
Soc Svcs Case Manager	2
Social Work Clerk	1

In the second phase, Pontiac General's anticipates that the following positions will be laid off between December 6, 2024, and December 20, 2024.

AFSCME Union Represented Positions:

Certified Nurse Assistant	8
LPN	3
MHT	17
MHT - DD	6
MHT Lead - DD	2

UAW Union Represented Positions:

RN - Float	4
RN - Staff Nurse	9

Non-Union Represented Positions

Case Manager	1
Charge Master Coordinator	1
Coordinator	1
Court Liaison	1
Materials Mgmt Coordinator	1
Nursing Manager	1
Patient Account Analyst	1
Payroll Systems Analyst	1
Pharmacy Purchase Agent	1
Pharmacy Tech	1
Recreational Therapist	1
RN - Supervisor	1
Utilization Review Supervisor	1

Pontiac General may update the second phase estimates when more information is known about the reduction in patient load.

The names and contact information for Local and International Union representatives are set forth below:

**UAW**

Lewis Roe, President UAW Local 9699, P.O. Box 355 6038 E. Marlett Road, Marlett, Michigan 48453-0355; [lewisroeuawlocal9699@gmail.com](mailto:lewisroeuawlocal9699@gmail.com);

Dave Inman, UAW Region 1, P.O. Box 355 6038 E. Marlette Road, Marlett, Michigan 48453-0355; [dinman@uaw.net](mailto:dinman@uaw.net)

Shawn Fain, President, UAW International Union, 8000 East Jefferson, Detroit, MI 48214

**AFSCME**

Emily Towleron, Local President, 4619 Curtis Lane, Clarkston, MI 48346, [Emily.towleron@gmail.com](mailto:Emily.towleron@gmail.com)

Jeanette DiFlorio, AFSCME Michigan, 7700 Second Ave, Suite 314, Detroit, Michigan 48202, [jdiflorio@miafscme.org](mailto:jdiflorio@miafscme.org)

Gino Carbenia, Executive Director, 1034 North Washington Ave, Lansing MI 48906

Lee Saunders, AFSCME International President, 1625 L. Street, N.W. Washington, D.C. 20036-5687

If you have any questions regarding this matter, please contact Pontiac General's attorney Gary S. Fealk at [GFealk@BODMANLAW.COM](mailto:GFealk@BODMANLAW.COM) or call 248-743-6060