



SENT VIA EMAIL AND REGULAR MAIL

July 31, 2014

David H. Bieter  
Mayor – City of Boise  
150 N. Capitol Blvd.  
Boise, ID 83702  
Email: mayor@cityofboise.org

**Re: WARN Notice – Notice of Facility Closures for Elks Rehab Hospital and Related Facilities**

Dear Mayor Bieter:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”), 29 U.S.C. Section 2101-2109, this letter is to advise you that the Idaho Elks Rehabilitation Hospital, Inc., a tax-exempt Idaho nonprofit corporation, d/b/a Elks Rehab System (“Elks”) is planning to terminate its employees at the Elks Rehab Hospital located at 600 North Robbins Road Boise, Idaho 83702 (the “Hospital”) and at the facilities described on Schedule A attached hereto (together with the Hospital, the “Facilities”). It is anticipated that Elks will no longer operate the Facilities as of October 1, 2014.

These employment terminations, which may entail a “mass layoff” or “facility closing” under WARN, are the result of discussions between Elks and St. Luke’s Health System, Ltd. and St. Luke’s Regional Medical Center, Ltd. (together, “St. Luke’s”) through which Elks will discontinue operations as a healthcare provider and St. Luke’s will simultaneously open a new rehabilitation service line. It is anticipated that the employee separations will occur on or about September 30, 2014, or within 14 days thereafter. However, it is anticipated that beginning October 1, 2014, St. Luke’s will operate the Facilities and is expected to hire at least 80% of the current Elks employees.

The layoffs will affect a total of approximately 516 employees in all positions at the Facilities. As of July 18, 2014, the job titles of positions to be affected in the city of Boise and the number of affected employees in each classification are set forth on Schedule B.

These layoffs are permanent. There are no bumping rights in existence, nor are there any unions representing the affected employees. Elks intends to offer severance benefits to affected eligible employees. It is our hope that these programs will lessen the impact of this closure on individual employees and on our community.

Please keep in mind that other circumstances may delay or cancel this transaction, in which case we will notify you as soon as possible. For further information or for any questions, feel free to contact Bob Jaundalderis, Director of Marketing, at (208) 489-4702 or email questions to [bjandalderis@elksrehab.org](mailto:bjandalderis@elksrehab.org).

Thank you for your attention and understanding. Elks Rehab System will continue to keep the needs of our patients and employees a priority through this transition period.

Very truly yours,



Melissa Honsinger  
Chief Executive Officer

cc: (via email and U.S. mail):

Kenneth Edmunds, Director Idaho Department of Labor  
[Kenneth.Edmunds@idaho.labor.gov](mailto:Kenneth.Edmunds@idaho.labor.gov)

Rico Barrera, State Rapid Response/Dislocated Worker Unit  
[Rico.Barrera@idaho.labor.gov](mailto:Rico.Barrera@idaho.labor.gov)

SCHEDULE A

Names and addresses of affected Elks Rehab System Facilities

NO.	BUSINESS UNIT	ADDRESS
1.	Elks Rehab Hospital	600 N. Robbins Road, Boise, ID 83702
2.	Nampa Field Office	5640 E Franklin Rd. Suite B, Nampa, ID 83687
3.	Business Office	100 W. State Street, Boise, ID 83702

ST. LUKE'S/ELKS REHAB & CHILDREN'S REHAB  
ADA COUNTY, ID

NO.	BUSINESS UNIT/LOCATION	ADDRESS
1.	Americana	703 Americana Blvd., Ste. 130, Boise, ID 83702
2.	Boise Pediatrics	405 West Myrtle Street, Boise, ID 83702
3.	Downtown (Elks)	600 N. Robbins Road, Suite 101, Boise, ID 83702
4.	East Boise	2475 Apple Street, Suite 200, Boise, ID 83716
5.	Meridian Adult	520 S. Eagle Road, Suite 2106, Meridian, ID 83642
6.	Meridian Children's	3525 E. Louise Drive, Suite 255, Meridian, ID 83642
7.	West Boise	2999 N. Lakeharbor Lane, Suite 120, Boise ID 83703
8.	Primary Health Wellness	6052 West State Street, Boise, ID 83703

**CANYON COUNTY, ID**

9.	Nampa Children's	207 W. Georgia Ave., Suite 170, Nampa, ID 83686
10.	Caldwell Children's/Caldwell Orthopedics	2615 E. Cleveland Blvd, Caldwell, ID 83605

**WOOD RIVER VALLEY, ID**

11.	Hailey Clinic	1450 Aviation Drive, Suite 201, Hailey, ID 83333
12.	Ketchum Clinic	100 Hospital, Suite 104, Ketchum, ID 83340

**ELKS HEARING & BALANCE CENTER**

NO.	BUSINESS UNIT/LOCATION	ADDRESS
1.	Boise	510 North 2nd Street, Suite 201, Boise, ID 83702
2.	Eagle	3101 East State Street, Eagle, ID 83616

SCHEDULE A

Names and addresses of affected Elks Rehab System Facilities

3.	Meridian	520 S. Eagle Road, Suite 1225, Meridian, ID 83642
4.	Nampa	5640 E Franklin Rd. Suite B, Nampa, ID 83687
5.	Ontario, Oregon	1182 SW 4th Avenue, Ontario, OR 97914

**ST. LUKE'S/ELKS WOUND CENTER**

<b>NO.</b>	<b>BUSINESS UNIT/LOCATION</b>	<b>ADDRESS</b>
1.	Boise	600 N. Robbins Road, Boise, ID 83702
2.	Meridian	3277 E. Louise Drive, Suite 410, Meridian, ID 83642

<b>NO.</b>	<b>BUSINESS UNIT</b>	<b>ADDRESS</b>
1.	Elks Internal Medicine	600 N. Robbins Road, Boise, ID 83702

SCHEDULE B

<b>City Site Location</b>	<b>Count of Title</b>
<b>BOISE</b>	
<b>2999 N. LAKE HARBOR LANE</b>	<b>4</b>
Clinical Secretary SL-ER	1
Physical Therapist SL-ER	2
Site Manager Small SL-ER	1
<b>405 W. MYRTLE</b>	<b>10</b>
Administrative Support Specialist PED	1
Certified Occupational Therapy Assistant PED	1
Clinical Therapist Peds	1
Occupational Therapist SL-ECR	3
Physical Therapist SL-ECR	2
Speech Pathologist SL-ECR	2
<b>510 N 2ND STREET</b>	<b>19</b>
Audiologist Broad Scope Licensed	2
Audiologist Cochlear Implant	2
Audiologist Pediatric	1
Clinical SecretaryHB	5
COO H & B	1
Manager Audiology Programs	1
Manager Support Services	1
Mgr Balance Program HB	1
Physical Therapist Assistant H&B	1
Physical Therapist Vistibular lic	2
Site Mgr Hearing & Balance	1
Speech Pathologist H B	1
<b>600 N ROBBINS RD</b>	<b>294</b>
Accounts Receivable Representative Cashier	1
Administrative Assistant HR & Compliance	1
Administrative Support Specialist ERH	2
Administrative Support Specialist SL-ER	1
Admissions Transition Coordinator	1
Admissions Transition Specialist	3
Assistant Director Engineering	1
Asst. Manager, Dietary	1
Business Office Representative Accounts Payable	2
Central Supply Technician	1
CEO ERS	1
Certified Nurse Aide	31
Certified Occupational Therapy Assistant ERH	2
Clinical Applications Coordinator	1
Clinical Dietician	1
Clinical Informatics	1
Clinical Program Director	1
Clinical Secretary EIM	1
Clinical Secretary ERH	6
Clinical SecretaryWC	2
Clinical Student Program Coord	1

SCHEDULE B

<b>City Site Location</b>	<b>Count of Title</b>
Clinical Support Services Specialist	4
Coder Medical Record	4
Coder Medical Record WC	1
Compliance, and Risk Manager	1
Computer Support Technician	2
Cook	5
Coord Emp Benefits & Communications	1
Coord Physician Office	1
Dietary Aide I	2
Dietary Aide II	3
Director clinical services SL-ECR and PM&R Practice	1
Director ERS System Marketing	1
Director Information Services	1
Director of HR & Compliance	1
Director of Development	1
Director of Engineering	1
Director of Pharmacy Services	1
Director Property & Contract Management	1
Discharge Transition Specialist	4
Engineering Technician II	6
Enterprise Reporting Specialist	1
Executive Assist CEO	1
Financial Counselor ERS	2
Graphic Design Specialist	1
Health Information Management Manager ERS	1
HIM Clerk	3
Hospital Administrator	1
Housekeeping	9
Housekeeping Manager	1
Housekeeping Supervisor	1
HR Specialist	3
Licensed Practical Nurse	1
Licensed Practical Nurse EIM	1
Manager Accounting	1
Manager Clinical Support Services	1
Manager of Operations SL-ECR	1
Marketing Manager	2
Material Management Specialist	1
MDS Nurse RN	1
Network Engineer	1
Neuro Program Director	1
Neuropsychologist	3
Nurse Manager	1
Nursing House Supervisor	2
Nursing Support Specialist	1
Nutrition Services Manager	1
Nutrition Tech	1

SCHEDULE B

<b>City Site Location</b>	<b>Count of Title</b>
Occupational Therapist ERH	16
OP Neuro Coord (East)	1
Out Patient Spasticity Program Manager	1
Pharmacist	2
Pharmacy Technician I	2
Pharmacy Technician II	2
Physical Therapist Assistant ERH	1
Physical Therapist ERH	14
Physical Therapist Lymphedema	1
Physical Therapist SL-ER	1
Physical Therapist WC	1
Physician EIM	3
Physician ERH	1
Program Manager Work Fit Life Fit	1
Psychometrist	3
Radiology Technician	2
Recreational Therapist	2
Recruitment Specialist	1
Registered Nurse	32
Registered Nurse WC	1
Registered respiratory Therapist	2
Rehabilitation Technician Level II ERH	6
RN WOCN	2
Social Worker, LSW/MSW	3
Specialist Rehab Nurse	6
Specialist Technology Training	1
Speech Pathologist ERH	14
Switchboard Operator	2
Technical Applications Analyst	2
Therapy Manager ERH OT	1
Therapy Manager ERH PT	1
Therapy Manager ERH SLP	1
Unit Sec ERS	10
Van Driver ERH	1
Volunteer Coordinator	1
Wound Care Technician	5
<b>600 N ROBBINS RD SUITE 100</b>	<b>19</b>
Clinical Secretary SL-ER	3
Medical Transcriptionist	6
Medical Transcriptions Lead	1
Occupational Therapist SL-ER	1
Physical Therapist Assistant SLER	1
Physical Therapist SL-ER	4
Rehabilitation Technician Level II SLER	2
Site Manager Large SL-ER	1
<b>6052 W. STATE STREET</b>	<b>1</b>
Rehabilitation Technician Level II SLER	1

SCHEDULE B

<b>703 AMERICANA BLVD STE 130</b>	<b>4</b>
Physical Therapist SL-ER	2
Rehabilitation Technician Level II SLER	1
Site Manager Large SL-ER	1
<b>2475 Apple Street, Suite 200</b>	<b>3</b>
Clinical Secretary SL-ER	1
Physical Therapist SL-ER	1
Rehabilitation Technician Level II SLER	1
<b>100 W. STATE STREET</b>	<b>16</b>
Patient Account Representative	6
Patient Account Specialist	4
Patient Account Supervisor ERS	1
Patient Financial Service Manager	1
Poster Data Entry	3
Provider Enrollment Chargemaster Specialist	1
<b>Grand Total</b>	<b>318</b>