



November 1, 2016

Via e-mail, [william.zillmer@dwd.wisconsin.gov](mailto:william.zillmer@dwd.wisconsin.gov) and facsimile, 608-267-2392

William Zillmer  
Rapid Response Coordinator  
Division of Employment and Training  
Wisconsin Department of Workforce Development  
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Via e-mail, [mayor@milwaukee.gov](mailto:mayor@milwaukee.gov) and facsimile, 414-286-3191

The Honorable Mayor Tom Barrett  
City of Milwaukee  
Office of the Mayor  
200 East Wells Street  
City Hall Rm. 201  
Milwaukee, WI 53202-4497

Dear Mr. Zillmer and Mayor Barrett:

This letter is being issued in accordance with the federal Worker Adjustment and Retraining Notification Act (WARN).

New Health Services ("NHS") has been informed that as many as 1,025 caregivers represented by the Service Employee International Union ("SEIU") could lose their jobs with NHS by December 31, 2016, in conjunction with a My Choice Family Care initiative that would entail unilaterally moving disadvantaged clients for whom NHS provides care from NHS to Supportive Home Care Employment Service ("SHO"). We have notified Dian Palmer from the SEIU.

An additional 37 Milwaukee Center for Independence ("MCFI") employees represented by the American Federation of County, State and Municipal Employees ("AFSCME") will lose their jobs on December 31, 2016 as a result of this My Choice initiative, unless MCFI can place those individuals elsewhere in its organization. We have notified RickM

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Main Campus & Administrative Offices Harry & Jeanette Weinberg Building, 2020 West Wells Street, Milwaukee, WI 53233  
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Badger, Executive Director, Annie Wacker, President, Local 1954, and Charles Manning, Unit Chair from AFSCME.

Both NHS and MCFI are subsidiaries of Centers for Independence, with a base of operations at 2020 Wells Street, Milwaukee, WI. The contemplated action is not a closing but a mass layoff.

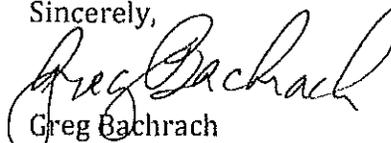
Consistent with the position taken by the Wisconsin Department of Health Services ("DHS"), Centers for Independence takes the position that it is clients themselves rather than MyChoice that ultimately retains the right to decide whether they wish to continue receiving their care through NHS or, alternatively, move to another entity such as SHO.

Insofar as the clients served by NHS employees elect to receive care through SHO or some other non-NHS entity, those employees' separations will be permanent; insofar as the above-referenced case managers cannot be placed elsewhere within our organization, their separations will also be permanent. AFSCME member employees will have bumping rights.

This announcement and the above timetables are based on the best information currently available. However, various factors may still affect these plans and the timing of any impacts.

Please feel free to contact Greg Bachrach, Vice President of Human Resources, at 414-937-2134, [gbachrach@mcfi.net](mailto:gbachrach@mcfi.net), if you have any questions or require additional information.

Sincerely,



Greg Bachrach  
Vice President of Human Resources

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