

Dear Shawna:

I am writing to inform you about an upcoming reduction in force as per Article 16 – Reduction In Force.

It has been decided that our Augmentative and Alternative Communication Speech and Language Pathology (AAC-SLP) specialty service at PHHH will be discontinued effective November 8, 2024. The AAC service and speech-generating device management is more optimally provided and reimbursed through payment models outside of the Home Health benefit and reimbursement structure. As a result, three represented caregivers in this department will have the option being considered for reassignment to a different position or be laid off. They will be notified of this impact on October 7, 2023.

In accordance with Article 16, Section E, we would like to request a meeting to discuss this matter further. We are available for a Teams meeting on the following dates and times:

- Thurs, Sept 26, 10:00-11:00am
- Monday, Sept 30, 9:30-10:00am
- Fri, Oct 4, 1:00-2:00pm

We greatly value the care, service, and dedication that the AAC SLPs have provided to our organization and the communities we serve. We are committed to supporting them during this transitional period.

Please feel free to reach out to me with any questions or concerns.

Sincerely,

Donald Song  
Human Resources Business Partner