

Dear Commissioner Varilek:

Hennepin Healthcare System, Inc. (HHS), located at 701 Park Ave., Minneapolis, MN 55415, has determined that it is financially necessary to close or consolidate the following programs:

- **Integrative health:** We will close chiropractic and acupuncture services and refer patients to external providers.
- **Senior and extended care:** Older adult patients will be seen in primary care and nursing home services will be transitioned to other systems.
- **Sleep services:** We will close this clinic but will continue to do screening tests through primary care.
- **Interventional pain:** Medical treatments will move to primary care and other interventional services will be referred to external providers.
- **Weight management:** Medical and surgical services will be reduced and integrated into the Clinic and Specialty Center instead of operating as a stand-alone clinic.

These closures and consolidations will be permanent and have been prompted by a severe financial crisis at HHS which requires us to focus all of our resources on preserving core services as a safety-net hospital for our community. We expect these closings and consolidations will take effect on or about March 31, 2026, and the resulting layoffs will be effective on or about March 31, 2026.

The layoffs will impact both union and non-union employees. Non-union employees do not have bumping rights. The impacted union employees are represented by the Minnesota Nurses Association (MNA) and the American Federation of State, County, and Municipal Employees Council 5 (AFSCME) Local 2474 and 977. The MNA representative is John Ewaldt, Labor Relations Specialist, at [john.ewaldt@mnnurses.org](mailto:john.ewaldt@mnnurses.org) and 651-233-6369. The AFSCME Local 2474 representative is David Bard, Field Representative, at [David.bard@afscmemn.org](mailto:David.bard@afscmemn.org) and 651-328-9218, and the AFSCME Local 977 representative is Joe Broge, Field Representative, at [Joe.Broge@afscmemn.org](mailto:Joe.Broge@afscmemn.org). MNA and AFSCME employees have bumping rights.

Attached is a list of positions we anticipate will be affected and the names and addresses of the employees currently holding these positions. We expect between 80 and 100 total employees (union and non-union) will be laid off as a result of these program closures and consolidations. However, due to bumping rights, it is impossible to predict with certainty which union employees will ultimately be affected or the exact order in which individual employees will be separated.

We are diligently assessing our financial state and making swift changes to preserve HHS's ability to continue caring for the most vulnerable residents in our state. If additional layoffs become necessary, you will be notified consistent with federal and state law.

For further information regarding this action, please contact me.

Please note: This information is also being sent via US Postal Service.

Sincerely,

Myron McCoo  
Vice President of Human Resources  
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612-873-9254

Cc: Mayor Jacob Frey  
City of Minneapolis  
City Hall  
350 South Fifth Street, Room 330  
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### **Myron S. McCoo, JD**

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