

Date: April 16, 2024

ATIPP Request 002-17-340-24

This document provides a response to the following ATIPP request:

“Number of employees terminated with cause by year as far back as data exists.”

Response

Approximately 18 employees were terminated with cause since January 2013.

Year	Terminated with Cause	Year	Terminated with Cause
2024	3	2018	0
2023	3	2017	0
2022	1	2016	4
2021	1	2015	3
2020	0	2014	2
2019	1	Total	18

Data Explanation

- Employee termination reasons for “Dismissal – with Cause” and “Dismissal – without Cause” are not tracked in our system. Therefore, we cannot easily report on “Dismissal – with Cause” and this may have resulted in some individuals being missed.
- For this ATIPP request a report was generated for all job terminations with the reasons “Dismissed” and “Terminated”, where an employee was not rehired.
 - A manual review of personnel files was then completed to determine if the termination was “Dismissal – with Cause”.
 - The report was generated back to January 2013, which is as far back as we can report from the system.
- The report intentionally omitted the following employees and positions, which require a more detailed and time-consuming review of personnel files to determine the reason for termination.
 - Employees with contracts that were not renewed
 - Non stipendiary positions
 - Separately Incorporated Entities (SIEs) or Agency jobs (e.g., C-CORE) (Memorial manages payroll for these external groups but these are not Memorial employees).
 - Student Jobs
 - Per-course instructors
 - Standardized patients (hourly positions)
 - Retirees