

From: [Shegoia Orr](#)
To: [ATR-Public-Comments-Tunney-Act-MB](#)
Subject: [EXTERNAL] Tunney Act Public Comment Submission – Employee Testimonials on Amedisys/UHG Merger
Date: Friday, October 3, 2025 11:57:44 PM
Attachments: [Employee Testimonials TunneyAct Redacted.pdf](#)

I am submitting the attached redacted employee testimonials for consideration under the Tunney Act as part of the Department of Justice’s review of the \$3.3 billion Amedisys acquisition by UnitedHealth Group/Optum.

Why this matters:

The Tunney Act requires the court to ensure that mergers and acquisitions serve the public interest. These testimonials provide first-hand accounts demonstrating that the public interest—particularly patients’ access to quality care and employees’ ability to report wrongdoing without retaliation—is not being met under the current corporate structures of Amedisys and Optum.

Who is speaking:

The enclosed statements come from a range of employees and former employees across the organizations, including clinical managers, supervisors, entry-level call center staff, and individuals from Optum’s HouseCalls and Kidney Resource departments. All identifying details have been redacted to protect contributors from retaliation.

What they describe:

Across different roles and locations, the employees consistently report:

- Pressure to falsify medical documentation to meet productivity metrics.
- Patient care compromised by understaffing, delayed visits, and impossible scheduling demands.
- Retaliation against staff who speak up, including PIPs, surveillance, forced resignations, and terminations.
- Discriminatory micromanagement of employees of color.
- HIPAA and patient privacy violations from outsourcing practices.
- Widespread burnout, health deterioration, and unsafe working conditions.

How this impacts the public interest:

These practices directly harm patients who rely on these companies for critical home health, hospice, and Medicare/Medicaid services. They also silence employees who attempt to raise legitimate compliance or safety concerns. Together, these accounts reveal a systemic pattern of retaliation and profit-driven decision-making that undermines both quality of care and employee protections, which are core considerations in the Tunney Act's public interest review.

Request for consideration:

I respectfully ask that these testimonials be entered into the public record and carefully considered in determining whether the proposed Amedisys–Optum merger serves the public interest. These lived experiences show clear risks that further consolidation may exacerbate patient harm, employee retaliation, and systemic fraud.

Thank you for your time and for upholding the integrity of this process.

Employee Testimonials for Tunney Act Submission (Redacted)

This document compiles anonymous and redacted employee and former employee testimonials from Amedisys, UnitedHealth Group (UHG), and Optum. Personally identifying information has been removed to protect contributors. These statements describe systemic retaliation, patient care compromise, fraudulent practices, and workplace abuses relevant to antitrust and public interest review under the Tunney Act.

Clinical Manager, Amedisys (Portland, OR)

Worked from late 2023–2025. Pressured to admit patients without staffing. Forced to reduce visits and delay care. Trained to falsify documentation by claiming physicians approved delays. Refused and was placed on PIP. Retaliation encouraged by management.

Employee, UHG Kidney Resource Dept

Reports retaliation by manager after Medicare contract loss. Multiple write-ups, HR dismissed complaints. Felt targeted ('weeded out'). Called a slur. Resigned due to retaliation.

Employee, UHC

15-year employee now suffering retaliation. Multiple PIPs given with shifting issues, signaling push towards termination.

Supervisor, Amedisys Hospice (Rosedale MD)

Hired in 2024, quit in 2025. Faced PIP and write-ups for speaking up. Experienced retaliation, stress, weight loss, breakouts. Believes retaliation led to resignation.

Call Center Employee, UHG

Training cut significantly. New hires quit within 30 days. 5+ systems required per call. Daily outages. No support, only micromanagement. Employees of color disproportionately micromanaged. HIPAA breaches daily due to outsourcing. Burnout severe.

Former Employee, Optum

Left recently. Felt something was wrong culturally. Now happy in new role. Supports whistleblowers.

Employee, Optum

Reports retaliation and discrimination after work injury and leave of absence. No compensation provided.

Employee, Healthcare Background

After auto accident in 2019, uncovered medical fraud: records altered, hidden payments, denied treatment. Left family devastated. Suffered TBI, CFS, ICP. Believes fraud widespread, offers proof.

HouseCalls Employee, Optum

Toxic culture. Required unattainable 17-minute call metric with vulnerable patients. No resources provided. Retaliation for speaking up. FMLA denied or made stressful. Health deterioration forced resignation.

Employee, Optum

Reports ongoing retaliation and toxic workplace practices.

Customer Service Advocate, UHG (TX)

Worked 2022–2024. Fired while on medical leave due to pregnancy and stress. Targeted after speaking up. Retaliated against via metrics and monitoring. Accused of 'call avoidance.' Fired despite medical leave. Stress caused medical harm.

Employee, Optum HouseCalls

Reports bullies remain employed to push others out. Retaliation and toxic practices persist.