

Memorandum of Understanding

THIS AGREEMENT is between Inspira Medical Center, Inc. (IMC) ("Employer"), and LOCAL 5131 HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT, AFL-CIO LOCAL ("Union" or "HPAE").

WHEREAS, The Union represents a bargaining unit of employees within IMC; and

THEREFORE, HPAE & IMC, agree to the following in order to adhere to the Collective Bargaining Agreement Article 48, expiring on May 31, 2019:

1. Rotation A for the holiday requirement will include: Memorial Day, Labor Day, Christmas Day
2. Rotation B for the holiday requirement will include: July 4th, Thanksgiving Day, New Year's Day
3. Employees will rotate holidays from rotation A to rotation B, and vice versa, every year.
4. The remainder of the 2016 holiday rotation will remain the same through the New Year's Day holiday.

Dana Barrett

For the Union

Janet Davies

For the Employer

11/10/16

Date

11/10/16

Date