

**TENTATIVE AGREEMENT BETWEEN  
INSPIRA MEDICAL CENTERS, INC. AND HPAE LOCALS 5131, 5621 and 5142**

**ARTICLE 35: Job Postings**

35.1. Inspira shall post all vacant or new bargaining unit positions on the intranet for a minimum of seven (7) calendar days, not to include the day of the posting. Once posted, outside applicants may be interviewed, but not hired, during posting period. Consideration for all vacant or new bargaining unit positions shall be given to bargaining unit employees. The posting procedure described above shall not apply to Per Diem positions, however, consideration for all vacant per diem bargaining unit positions shall be given to bargaining unit employees.

Inspira shall post the minimum qualifications of the position, and shall post the department, status (full/part time), hours per week, shift, shift hours (if possible), and other qualifications for the position, including any on-call or weekend obligation that currently applies to that position.

**35.2. Application for Posted Job**

35.2.1. An employee may apply for a posted position after serving in his or her current position in the same department/division for a period of at least six (6) months after the successful completion of orientation or the introductory period, whichever is longer. Inspira may waive this requirement at its discretion, which will not be unreasonably denied. The employee must not have had a performance or disciplinary occurrence ("disciplinary occurrence" is defined as a written warning, suspension or a performance improvement plan) within the prior six (6) months, except as may be waived at the discretion of Inspira.

35.2.2. Inspira may waive the conditions stated above for an employee who applies for a posted position within his/her existing department, when that position would reflect a status change for the employee.

35.3. Eligibility- An employee must meet the necessary qualifications for the vacancy as specified in the job description as determined by Inspira.

**35.4. Procedure**

35.4.1. An employee may apply for posted positions online, and will receive an automated response to their application.

35.4.2. Human Resources will review all bids and only the most qualified candidates will receive an interview. Those candidates who are not interviewed will be notified by Human Resources and be informed of the deficits at the request of the employee.

35.4.3. If Inspira determines that two or more employees who bid for a position are equally qualified, the employee with the most bargaining unit seniority will be awarded the position.

35.4.4. [For 5131] If there are no bargaining unit employees qualified for the position, then the employer may hire a non-bargaining unit applicant. If IMC determines that an external candidate and a candidate from Local 5621 or 5142 are equally qualified, the Local 5621 or 5142 candidate will be awarded the position.

35.4.4. [For 5142] If there are no bargaining unit employees qualified for the position, then the employer may hire a non-bargaining unit applicant. If IMC determines that an external candidate and a candidate from Local 5131 or 5621 are equally qualified, the Local 5621 candidate will be awarded the position.

35.4.4. [For 5621] If there are no bargaining unit employees qualified for the position, then the employer may hire a non-bargaining unit applicant. If IMC determines that an external candidate and a candidate from Local 5131 or 5142 are equally qualified, the Local 5621 or 5142 candidate will be awarded the position.

35.4.5. Once the hiring selection is made and a candidate has accepted the position, those not selected will be notified by Human Resources, in writing, of the decision within seven (7) calendar days.

35.4.6. Once the hiring selection is made, the two managers involved in the transfer will agree upon a mutually acceptable transfer date, typically no later than thirty (30) days after the decision is made.

35.4.7. Inspira retains the discretion to determine whether the applicant has the necessary qualifications to perform the job based upon a review of, but not limited to, the employee's experience, education, certification, clinical practice record, discipline/attendance record, skills and ability, performance reviews, and interview.

For Local 5131:

Kelly Foddyell  
Kambal  
Giles  
Gith  
Karen Plon

For the Employer:

Juli Ellis

For Local 5621:

Ashtun  
Shaggy  
Danya Allen  
Monique P  
Sharon Heath

For Local 5142:

Rutv S  
Pamela Mis  
Christa Sanchez

Date:

April 21, 2025