

**TENTATIVE AGREEMENT BETWEEN  
INSPIRA MEDICAL CENTERS, INC. AND HPAE LOCAL 5621**

**Article 34 – SEVERANCE PAY**

34.1. Employees with one (1) or more years of continuous service with Inspira in full-time positions or regular part-time positions who are permanently laid off from work because of lack of work shall receive one (1) week's pay based on their current regular rate of pay for each complete year of continuous service at the hospital up to a maximum of ten (10) weeks. An employee who accepts severance waives their right to recall.

34.2. Employees shall not be paid lump-sum severance pay, but rather employees shall be paid severance as part of Inspira's regular payroll practice as they were paid while employed. Employees who return to work in any Inspira hospital facility in a full-time or regular part-time capacity prior to full payout of the severance pay shall waive their entitlement to continued severance pay.

34.3. Although an employee may be laid off more than one time, no employee shall receive more than one weeks' pay for each complete year of continuous service up to a maximum of ten (10) weeks for their entire tenure at Inspira. For example, an employee with 6 years-experience is laid off for a year and receives 6-weeks' severance pay. If that employee is later rehired, works 3 more years, and is again laid off, the employee shall only be entitled to an additional 3-weeks' severance pay for the subsequent layoff: If the employee works an additional 6 more years before they are again laid off, the employee shall only be entitled to an additional 4-weeks' severance pay for the subsequent layoff.

34.5. Severance Pay shall be reduced by any income the laid off employee may earn from other positions with Inspira during the layoff period.

For the Union:

*[Handwritten signatures for the Union]*  
Danya Allen  
Monique [unclear]  
[unclear]  
[unclear]  
Baron [unclear]

For the Employer:

*[Handwritten signature: Julie Ellis]*

Date: 5/6/2025

**TENTATIVE AGREEMENT BETWEEN  
INSPIRA MEDICAL CENTERS, INC. AND HPAE LOCAL 5142**

**Article 34 – SEVERANCE PAY**

34.1. Employees with one (1) or more years of continuous service with Inspira in full-time positions or regular part-time positions who are permanently laid off from work because of lack of work shall receive one (1) week's pay based on their current regular rate of pay for each complete year of continuous service at the hospital up to a maximum of ten (10) weeks. An employee who accepts severance waives their right to recall.

34.2. Employees shall not be paid lump-sum severance pay, but rather employees shall be paid severance as part of Inspira's regular payroll practice as they were paid while employed. Employees who return to work in any Inspira hospital facility in a full-time or regular part-time capacity prior to full payout of the severance pay shall waive their entitlement to continued severance pay.

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34.5. Severance Pay shall be reduced by any income the laid off employee may earn from other positions with Inspira during the layoff period.

For the Union:

*Christa Sauer*  
*Patricia Mispis*

For the Employer:

*Juli Ellis*

Date: *5/4/2025*

**TENTATIVE AGREEMENT BETWEEN  
INSPIRA MEDICAL CENTERS, INC. AND HPAE LOCAL 5131**

**Article 34 – SEVERANCE PAY**

34.1. Employees with one (1) or more years of continuous service with Inspira in full-time positions or regular part-time positions who are permanently laid off from work because of lack of work shall receive one (1) week's pay based on their current regular rate of pay for each complete year of continuous service at the hospital up to a maximum of ten (10) weeks. An employee who accepts severance waives their right to recall.

34.2. Employees shall not be paid lump-sum severance pay, but rather employees shall be paid severance as part of Inspira's regular payroll practice as they were paid while employed. Employees who return to work in any Inspira hospital facility in a full-time or regular part-time capacity prior to full payout of the severance pay shall waive their entitlement to continued severance pay.

34.3. Although an employee may be laid off more than one time, no employee shall receive more than one weeks' pay for each complete year of continuous service up to a maximum of ten (10) weeks for their entire tenure at Inspira. For example, an employee with 6 years-experience is laid off for a year and receives 6-weeks' severance pay. If that employee is later rehired, works 3 more years, and is again laid off, the employee shall only be entitled to an additional 3-weeks' severance pay for the subsequent layoff: If the employee works an additional 6 more years before they are again laid off, the employee shall only be entitled to an additional 4-weeks' severance pay for the subsequent layoff.

34.5. Severance Pay shall be reduced by any income the laid off employee may earn from other positions with Inspira during the layoff period.

For the Union:

*CCS*  
*MA*  
*MaBo*  
*Kelly Fordyce*  
*Karen*

Date: *5/4/2025*

For the Employer:

*Julie Ellis*