

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

**ARTICLE 57 - BEREAVEMENT LEAVE**

57.1

Full time and part time Employees will be paid a maximum of twenty-four (24) hours for all days off on which they were scheduled to work during the six (6) consecutive days immediately following the death of an Immediate Family Member. "Immediate Family Member" is defined as mother, father, stepmother, stepfather, mother-in-law, father-in-law, sister, brother, stepsister, stepbrother, spouse, civil union partner, child and , stepchild, domestic partner, and any other family member living in the same household as the employee. If additional time is necessary, an Employee may request approval for the use of PTO time. Also, if extenuating circumstances exist where an employee cannot meet a commitment related to the death of an Immediate Family Member, and requested by the Employee, the Director of Labor Relations may agree to extend to the six (6) day time frame in which to utilize the leave provided under this Article. Such request shall not be unreasonably denied.

57.2

Full-time and part-time Employees will also be eligible for one (1) regularly scheduled day off (twelve (12) hours maximum) with pay at the time of the death of a a grandparent, grandchild, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepparent-in-law, and grandparent-in-law.

For the Union:

*CCS*  
*Hawley*  
*Kelly Fordyce*  
*Karen Johnson*  
*[Signature]*  
Date: 5/6/2025

For the Employer:

*Julie Ellis*

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

**ARTICLE 57 - BEREAVEMENT LEAVE**

57.1

Full time and part time Employees will be paid a maximum of twenty-four (24) hours for all days off on which they were scheduled to work during the six (6) consecutive days immediately following the death of an Immediate Family Member. "Immediate Family Member" is defined as mother, father, stepmother, stepfather, mother-in-law, father-in-law, sister, brother, stepsister, stepbrother, spouse, civil union partner, child and , stepchild, **domestic partner, and any other family member living in the same household as the employee.** If additional time is necessary, an Employee may request approval for the use of PTO time. Also, if extenuating circumstances exist where an employee cannot meet a commitment related to the death of an Immediate Family Member, and requested by the Employee, the Director of Labor Relations may agree to extend to the six (6) day time frame in which to utilize the leave provided under this Article. Such request shall not be unreasonably denied.

57.2

Full-time and part-time Employees will also be eligible for one (1) regularly scheduled day off (twelve (12) hours maximum) with pay at the time of the death of a grandparent, grandchild, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepparent-in-law, and grandparent-in-law.

For the Union:

*Christa Sanchez*  
*Pamela Unisicis*

For the Employer:

*Julie Ellis*

Date: *5/6/2025*

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

**ARTICLE 57 - BEREAVEMENT LEAVE**

57.1

Full time and part time Employees will be paid a maximum of twenty-four (24) hours for all days off on which they were scheduled to work during the six (6) consecutive days immediately following the death of an Immediate Family Member. "Immediate Family Member" is defined as mother, father, stepmother, stepfather, mother-in-law, father-in-law, sister, brother, stepsister, stepbrother, spouse, civil union partner, child and , stepchild, **domestic partner, and any other family member living in the same household as the employee.** If additional time is necessary, an Employee may request approval for the use of PTO time. Also, if extenuating circumstances exist where an employee cannot meet a commitment related to the death of an Immediate Family Member, and requested by the Employee, the Director of Labor Relations may agree to extend to the six (6) day time frame in which to utilize the leave provided under this Article. Such request shall not be unreasonably denied.

57.2

Full-time and part-time Employees will also be eligible for one (1) regularly scheduled day off (twelve (12) hours maximum) with pay at the time of the death of a a grandparent, grandchild, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepparent-in-law, and grandparent-in-law.

For the Union:

*[Handwritten signatures for the Union]*  
Tanya Allen  
Monique P...  
George ...  
Asim ...  
Baron ...

Date: 5/6/2025

For the Employer:

*[Handwritten signature: Julie Ellis]*