

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

SIDE LETTER OF AGREEMENT 1

Advancement to BSN and/or MSN Requirement

1. All active RNs hired or rehired after May 31, 2013 and before June 1, 2022~~5~~ must either: (1) have a Bachelor of Science degree in Nursing or Master of Science degree in Nursing from a ~~CCNE or NLNAC~~ **nationally accredited** program (or foreign equivalent) at the time they are hired or rehired; or (2) be enrolled in a ~~CCNE or NLNAC~~ **nationally** accredited BSN or MSN program (or foreign equivalent) with a graduation date that falls on or before **May 31, 2028**.

2. All active RNs hired or rehired on or after June 1, 2022~~5~~ must either: (1) have a Bachelor of Science degree in Nursing or Master of Science degree in Nursing from a ~~CCNE or NLNAC~~ **nationally** accredited program (or foreign equivalent) at the time they are hired or rehired; or (2) enroll within six months of hire or rehire in a ~~CCNE or NLNAC~~ **nationally** accredited BSN or MSN program (or foreign equivalent) with a graduation date that falls on or before the employee's third-~~sixth~~ employment anniversary date.

3. Extension of applicable Deadlines

RNs pursuing their degree in Nursing to satisfy this Side Letter paragraphs 1 and 2 above and who cannot meet the deadline due to extenuating or unforeseeable life event or circumstance, must apply for a one-time extension, which will not be unreasonably denied. An extension shall not exceed twelve (12) months.


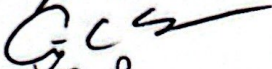
4. Failure to meet the requirements of this Side Letter shall result in the RN no longer meeting the minimum qualifications of employment. Any arbitration of a termination under this Side Letter will be performed under the expedited arbitration rules of AAA.

5. Notification- Inspira shall provide RNs with written notice of their obligations under this Article and have RNs sign a notice that they acknowledge and understand that they are required to obtain their Bachelor of Science in Nursing degree or Master of Science in nursing degree per this Side Letter. A copy of each notification shall be provided to the Union.

6. An RN who is hired before June 1, 2013 shall not have a Bachelors' or Masters' Degree in nursing as a basic educational requirement in order to be considered for or awarded a position for which they are otherwise qualified.

7. An active Employee hired or rehired before June 1, 2013 at IMC (Inspira HPAE Local 5131) who applies for a position at IMCMH, IMCW (~~Woodbury~~ HPAE Local 5621) or IMCM (HPAE Local 5142) shall continue to be grandfathered by this agreement.

For the Union:



Kaiba
Kelly Fordyce
Karen Johnson

For the Employer:



Date: 05/06/2025

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

SIDE LETTER 1 – BSN REQUIREMENT

Advancement to BSN and/or MSN Requirement

1. All active RNs hired or rehired after June 1, 2023 **and before June 1, 2025** must either: (1) have a Bachelor of Science degree in Nursing or Master of Science degree in Nursing from a ~~CCNE or NLNAC~~ **nationally accredited** program (or foreign equivalent) at the time they are hired or rehired; or (2) be enrolled in a ~~CCNE or NLNAC~~ **nationally accredited** BSN or MSN program (or foreign equivalent) with a graduation date that falls on or before **May 31, 2028**.

2. **All active RNs hired or rehired on or after June 1, 2025 must either: (1) have a Bachelor of Science degree in Nursing or Master of Science degree in Nursing from a nationally accredited program (or foreign equivalent) at the time they are hired or rehired; or (2) enroll within six months of hire or rehire in a nationally accredited BSN or MSN program (or foreign equivalent) with a graduation date that falls on or before the employee's third employment anniversary date.**

3. Extension of Applicable Deadlines. RNs pursuing their degree in Nursing to satisfy paragraphs 1 and 2 above and who cannot meet the deadline due to extenuating or unforeseeable life event or circumstance, must apply for an extension, which will not be unreasonably denied. A request for extension shall not exceed 12 months.

4. Failure to meet the requirements of this Side Letter shall result in the RN no longer meeting the minimum qualifications of employment. Any arbitration of a termination under this Side Letter will be performed under the expedited arbitration rules of AAA.

5. Notification. SMC shall provide RNs with written notice of their obligations under this Article and have RNs sign a notice that they acknowledge and understand that they are required to obtain their Bachelor of Science in Nursing degree or Master of Science in nursing degree per this Side Letter. A copy of each notification shall be provided to the Union.

6. An RN who is hired before ~~[Effective Date of this Agreement]~~ **June 1, 2023** as an RN shall not have a Bachelors' or Masters' Degree in nursing as a basic educational requirement in order to be considered for or awarded a position for which they are otherwise qualified.

7. An active Employee hired or rehired before June 1, 2023 as an RN at IMCM (Local 5142) who applies for a position at IMC (HPAE Local 5131), IMCMH or IMCW (HPAE Local 5621) shall continue to be grandfathered by this agreement.

For the Union:

Christa Sarah
Pamela Noisak

For the Employer:

Julie Ellis

Date: 05/06/2025

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

SIDE LETTER OF AGREEMENT 1

Advancement to BSN and/or MSN Requirement

1. All active RNs hired or rehired after August 4, 2015 and before June 1, 2022~~5~~ must either: (1) have a Bachelor of Science degree in Nursing or Master of Science degree in Nursing from a ~~CCNE or NLNAC~~ **nationally accredited** program (or foreign equivalent) at the time they are hired or rehired; or (2) be enrolled in a ~~CCNE or NLNAC~~ **nationally** accredited BSN or MSN program (or foreign equivalent) with a graduation date that falls on or before **May 31, 2028**.

2. All active RNs hired or rehired on or after June 1, 2022~~5~~ must either: (1) have a Bachelor of Science degree in Nursing or Master of Science degree in Nursing from a ~~CCNE or NLNAC~~ **nationally** accredited program (or foreign equivalent) at the time they are hired or rehired; or (2) enroll within six months of hire or rehire in a ~~CCNE or NLNAC~~ **nationally** accredited BSN or MSN program (or foreign equivalent) with a graduation date that falls on or before the employee's third-~~sixth~~ employment anniversary date.

3. **Extension of applicable Deadlines**

RNs pursuing their degree in Nursing to satisfy this Side Letter paragraphs 1 and 2 above and who cannot meet the deadline due to extenuating or unforeseeable life event or circumstance, must apply for a one-time extension, which will not be unreasonably denied. An extension shall not exceed twelve (12) months.

4. Failure to meet the requirements of this Side Letter shall result in the RN no longer meeting the minimum qualifications of employment. Any arbitration of a termination under this Side Letter will be performed under the expedited arbitration rules of AAA.

5. Notification- Inspira shall provide RNs with written notice of their obligations under this Article and have RNs sign a notice that they acknowledge and understand that they are required to obtain their Bachelor of Science in Nursing degree or Master of Science in nursing degree per this Side Letter. A copy of each notification shall be provided to the Union.

6. An RN who is hired before August 4, 2015 shall not have a Bachelors' or Masters' Degree in nursing as a basic educational requirement in order to be considered for or awarded a position for which they are otherwise qualified.

7. An active Employee hired or rehired before August 4, 2015 as an RN at IMCMH or IMCW (HPAE Local 5621) who applies for a position at IMC (HPAE Local 5131) or IMCM (HPAE Local 5142) shall continue to be grandfathered by this agreement.

For the Union:

[Handwritten signatures for the Union:]
Mmiguee Papp
~~Sharon Heath~~
April Sun
Sharon Heath

For the Employer:

[Handwritten signature for the Employer:]
Juni Ellis

Date: 05/06/2025