Memorandum of Agreement between
Inspira Medical Centers, Inc.
And
Health Professionals & Allied Employees, AFT, AFL-CIO, Local 5621

The following addresses the impact of Inspira's decision to redesign Surgical Services, including but not limited to the dissolution of Extended Stay and Procedures, reduction in hours in GI, and the dissolution of one position in GI.

With the exception of changes to the reassignment grid, none of the below items constitute changes to the existing Collective Bargaining Agreement, which remains in full force and effect through May 31, 2028.

1. **This agreement encompasses tentative verbal agreements already reached.** These Tentative Agreements have been reduced to writing and are signed, dated, and attached.
2. **Simultaneous Communications:** Any mass, written, electronic, or printed communication provided to all Affected Employees regarding the surgical platform redesign, displacement, transfer options, open positions, benefits, or severance shall be provided to HPAE simultaneously and in the same form. This obligation shall not apply to letters, emails, informational packets, presentations, and any other materials distributed to individual Affected Employees on these subjects.
3. **System-wide Placement Priority:** Beginning on the date upon which this agreement is fully-executed (October 27, 2026), and continuing until either the date the layoff goes into effect or until all Affected Employees have been placed (whichever comes first), all Affected Employees shall have first preference for vacant 5621 bargaining unit positions ahead of any candidate not in layoff status. Beginning on the date upon which this agreement is fully-executed (October 27, 2026) and continuing for fourteen (14) calendar days through Tuesday, November 10, 2026, all Affected Employees shall have first preference for vacant bargaining unit RN positions represented by Locals 5131 and/or 5142, ahead of any candidate not in a layoff status, regardless of the Local in which the vacancy exists. Job offers already made as of the date upon which this agreement is fully-executed shall not be rescinded as a result of this agreement.

    3.1 If Inspira determines that two or more candidates in layoff status are equally qualified for a given position, then the employee with the greater bargaining unit seniority shall be awarded the position.

4. Vacancy List: Within five (5) business days of the date of this Agreement, and updated every two (2) weeks for thirty (30) calendar days following the date of this Agreement, Inspira

shall provide HPAE with a written list of all vacant bargaining unit RN positions across the Network, specifying facility, unit, status (FT/PT/PD), shift, and applicable wage scale.

5. Waiver of Six-Month Posting Restriction: Inspira shall waive the six-month same-position eligibility restriction in the applicable CBA of the receiving Hospital for all Affected Employees subject to layoff notice (Procedures, Extended Stay, GI) for ninety (90) days following the Employee's start date in a new position, or the date the layoff goes into effect, whichever comes first. An employee may only take advantage of the waiver described in this paragraph one time. Any further request for such a waiver would be subject to the discretion and needs of Inspira. The waiver described in this paragraph shall not apply to any employee who obtains a Peri-Operative training program position that is subject to the successful completion of a training course provided by Inspira.

6. **Status Classification Preservation:** An Affected Employee subject to layoff notice (Procedures, Extended Stay, GI) shall not be granted a position in a lesser status classification (FT, PT, PD) than the employee's status as of the full execution of this agreement unless the employer and the employee mutually agree to the requested status change.

7. **Paid Time Off and Leave of Absence Preservation**: Previously approved Paid Time Off (hereinafter "PTO") shall not be reduced or denied for Affected Employees who accept new positions with the employer. Affected Employees who are not offered a comparable position with the Employer shall be paid for any remaining unused PTO in accordance with Inspira's policies and procedures in effect as of the date of this agreement. Previously-approved Leaves of Absence shall not be reduced, denied, or otherwise altered for Affected Employees. Affected Employees on approved Leave of Absence shall not be denied opportunities for open positions for which they are qualified.

8. **Wage Rate Preservation**: An Affected Employee placed in a bargaining unit position at a Receiving Facility shall retain their then-current base rate of pay if that Affected Employee's current rate is higher than the rate applicable to the new position. That Affected Employee will then be red-circled and shall receive all contractual wage increases under their Applicable CBA after the Affected Employee's wage is appropriate for the new position. If an Affected Employee's current rate is lower than the rate applicable to the new position, the Affected Employee shall be placed on the appropriate step of the new position's scale.

9. **Seniority Retention:** Affected Employees shall retain 100% of their bargaining unit and system seniority upon placement in a bargaining unit position at a Receiving Facility, consistent with the applicable CBA(s).

10. **Severance Eligibility:** An Affected Employee who is not offered a comparable position (as defined in the applicable CBA) within the Network on or before the closure date (or date of

effect) is entitled to severance pay under this Agreement, calculated pursuant to the CBA. Nothing in this agreement diminishes an Affected Employee's rights under Article 33.6 (Bumping Rights) or 33.7 (Recall) of the applicable CBA.

11. **Severance Formula:** Severance shall be paid at the rate of one (1) week's pay at the employee's regular rate as of the closure date or date of effect for each complete year of continuous Inspira service, up to a maximum of ten (10) weeks. Severance shall be paid through Inspira's regular payroll cycle. See Article 34 of the CBA for additional terms. Inspira shall maintain all employer-sponsored health insurance and life insurance coverage through January 31, 2027 for all Affected Employees.

12. **BSN/MSN Requirement: No New-Hire Trigger:** Placement of an Affected Employee at a Receiving Facility pursuant to this Agreement shall not constitute a hire or rehire for the purposes of the BSN/MSN degree requirement in Side Letter of Agreement 1 of the relevant CBA. No Affected Employee shall be subjected to any enrollment or graduation deadline arising solely from placement under this Agreement. An Affected Employee who is grandfathered from the MSN/BSN requirement under their Applicable CBA shall retain that grandfathered status at the Receiving Facility for the duration of the placement.

13. **Tuition Reimbursement: Waiver of Repayment Obligation**: Inspira shall waive any tuition reimbursement repayment obligation applicable under Article 31 of the CBA for Affected Employees who are involuntarily laid off as a result of the closure of Extended Stay and Procedures and/or the redesign of GI. No Affected Employee shall be required to repay previously disbursed tuition assistance as a condition of or consequence of any separation arising from the closure or the redesign of the above listed departments.

An affected employee who is enrolled in a class or classes approved for tuition assistance under Article 31, as of the date of the closure of Extended Stay or Procedures or the date of effect in GI, shall remain eligible to receive tuition assistance payments for that approved class or classes through their completion, and shall remain eligible for any applicable refund upon successful completion, consistent with Article 33.8.6 of the applicable CBA, regardless of the employee's subsequent layoff status.

14. Recall Rights Upon Reopening: In the event that Extended Stay is reopened on or before November 8, 2027, and/or in the event that the Procedures Department reopens on or before January 3, 2028, Affected Employees who remain employed within the Inspira system and were previously laid off from one of these units shall have the first opportunity to fill available positions in that unit, and shall be considered prior to external candidates or other applicants. Affected Employees currently employed in the GI Department shall have a preference for all GI positions posted in the GI Department through November 8, 2027.

15. Training and Transfer Dates: The parties agree that the Employer may begin any and all training needed to implement the changes referenced in this Agreement upon the execution of this Agreement. Additionally, the parties agree that the transfer dates of the Affected Employees may fall outside of the parameters set forth in Paragraph 35.4.6 of the CBA.

16. **Grievance and Arbitration:** Disputes arising out of this agreement shall be subject to the grievance and arbitration procedures in the applicable CBA.

17. **No Precedent:** This agreement is entered into solely to resolve the effects of the Surgical redesign and accompanying layoffs and shall not be cited as precedent or constitute a waiver of any party's rights in any other matter.

18. **Severability:** If any provision of this Agreement is found unlawful or unenforceable, the remaining provisions continue in full force and effect.

19. **Surgical Reassignment Grid:** The parties shall continue to negotiate over changes to the reassignment grid in CBA Article 27 (Reassignment) that are necessitated by the layoffs and redesign, as well as the pending opening of the new tower. The parties shall reduce any agreements reached to writing on or before November 6, 2026.

20. **Additional FTEs:** Inspira shall create a minimum of three (3) new positions in the Post Anesthesia Care Unit. These may be any combination of full-time, part-time, and Per Diem positions.

For Inspira Medical Centers, Inc.:

Lambrecht, Denise Digitally signed by Lambrecht, Denise
DN: CN=Lambrecht, Denise, OU=corporate, OU=Human Resources Garden Road
Reason: I am the author of this document
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Date: 2026.11.02 16:44:24-05'00'
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For the Union:

Jennifer Thurston (Oct 27, 2026 16:03:40 EDT)

Tanya Allen (Oct 27, 2026 17:14:09 EDT)

Date: October 27, 2026

Caroline Sands
Caroline Sands (Oct 29, 2026 18:38:29 EDT)
Caroline Sands
Oct 29, 2026

Tentative Agreement between
Health Professionals and Allied Employees, HPAE-AFT/AFL-CIO
Local 5621
and
Inspira Medical Centers, Inc.
October 8, 2026

The following items are agreements reached verbally at an effects negotiation between the parties on September 29, 2026 at approximately 5:15pm, regarding reorganization and layoffs across the Inspira Mullica Hill Surgical platform and its associated departments. The following agreements address all layoffs in the Surgical platform, including Procedures, Extended Stay, and GI, affecting 21 RNs.

The parties shall continue to negotiate over remaining items related to the impact of the reorganization and layoffs. The union reserves its right to amend, add to, withdraw, or otherwise alter its position during the course of ongoing effects negotiations.

None of the below items constitute changes to the existing Collective Bargaining Agreement, which remains in full force and effect through May 31, 2028.

1. Procedures and Extended Stay layoffs shall both go into effect on January 3rd, 2027.
2. The GI layoff shall go into effect on November 8th, 2026.
3. Procedures RNs shall continue working in the Procedures department through January 3rd, 2027, unless a Procedures RN voluntarily accepts a new role.
4. Beginning on November 8th, 2026, Extended Stay nurses who have not yet found positions in other departments shall be floated to other departments for coverage.
5. Inspira may post open surgical positions, but Inspira shall not fill the positions until the parties have reached an agreement on outstanding items.
6. All other effects of the layoffs remain subject to ongoing effects negotiations to be continued on October 8, 2026.

For HPAE Local 5621

Jennifer Thurston (Oct 27, 2026 16:03:40 EDT)

Tanya Allen (Oct 27, 2026 17:14:09 EDT)

Caroline Sands
Caroline Sands (Oct 29, 2026 18:38:29 EDT)
Caroline Sands

For Inspira

Lambrecht, Denise
Digitally signed by Lambrecht, Denise
Date: 2026.11.02 16:56:20-

Oct 29, 2026

Tentative Agreement between
Health Professionals and Allied Employees, HPAE-AFT/AFL-CIO
Local 5621
and
Inspira Medical Centers, Inc.
October 8, 2026

The following items are agreements reached verbally at an effects negotiation between the parties on September 29, 2026 at approximately 5:15pm, regarding reorganization and layoffs across the Inspira Mullica Hill Surgical platform and its associated departments. The following agreements address changes to the Pre-Anesthesia Testing department's requirements, including the creation of a new schedule.

The parties shall continue to negotiate over remaining items related to the impact of the reorganization and layoffs. The union reserves its right to amend, add to, withdraw, or otherwise alter its position during the course of ongoing effects negotiations.

None of the below items constitute changes to the existing Collective Bargaining Agreement, which remains in full force and effect through May 31, 2028.

1. Changes to the PAT schedule shall go into effect on November 23, 2026.
2. The department shall be encouraged and supported to undertake self-scheduling.
3. Nurses in the department should utilize Inspira email and Teams to communicate with surgeons' offices regarding the scheduling of procedures. Personal cell phone use is discouraged.

For HPAE Local 5621

Jennifer Thurston (Oct 27, 2026 16:03:40 EDT)

Tanya Allen (Oct 27, 2026 17:14:09 EDT)

Caroline Sands
Caroline Sands (Oct 29, 2026 18:38:29 EDT)
Caroline Sands
Oct 29, 2026

For Inspira

Lambrecht, Denise
Digitally signed by Lambrecht, Denise
Date: 2026.11.02

10.27.26 final MOA 5621 Surgical layoff and reo rg-combined_encrypted_ (1) (1)

Final Audit Report 2026-10-29

Created:	2026-10-29
By:	Anna Waltman (anwaltman@hpae.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAlctmMNbT5qQJD7PJA6f8azrNJpvloP1l

"10.27.26 final MOA 5621 Surgical layoff and reorg-combined_encrypted_ (1) (1)" History

Document created by Anna Waltman (anwaltman@hpae.org)
2026-10-29 - 7:24:36 PM GMT

Document emailed to Caroline Sands (sandsc5131@gmail.com) for signature
2026-10-29 - 7:26:48 PM GMT

Email viewed by Caroline Sands (sandsc5131@gmail.com)
2026-10-29 - 9:08:39 PM GMT

Document e-signed by Caroline Sands (sandsc5131@gmail.com)
Signature Date: 2026-10-29 - 10:38:29 PM GMT - Time Source: server - Signature Appearance Selected: TYPE

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