

**LETTER OF AGREEMENT**  
**by and between**  
**Providence Alaska Medical Center**  
**and**  
**the Alaska Nurses Association**

**RE: Case Management Scheduling**

This Letter of Agreement (Agreement) is between Providence Alaska Medical Center (PAMC) and the Alaska Nurses Association (AaNA). PAMC and the AaNA are parties to a Collective Bargaining Agreement (CBA).

Currently, Case Management nurses work either a ten (10) or eight (8) hour shift schedule, depending on their date of hire. On July 7, 2024, PAMC provided notice that it intended to change the schedules for Case Management Nurses currently working ten (10) hour shifts to eight (8) hour shifts. On July 8, 2024, AaNA submitted a demand to bargain over the changes to Case Management Nurses' schedules.

The purpose of this Agreement is to memorialize the understanding reached between the parties with respect to the Case Management nurses' schedules. The parties agree that the schedules of Case Management nurses will change from ten (10) hours to eight (8) hours effective November 2, 2024. The schedules will change for the Case Management Nurses only. All provisions of the Collective Bargaining Agreement continue to apply to Case Management Nurses.

This Agreement is entered into freely and voluntarily by the signatures of the parties below.

**SIGNED FOR:**

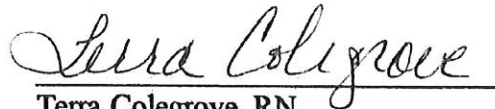
Providence Alaska Medical Center



Florian Borowski, Chief HR Officer  
Providence Medical Center Alaska

Date: Dec 11, 2024

Alaska Nurses Association



Terra Colegrove, RN  
Alaska Nurses Association

Date: 3 Dec 2024