

MEMORANDUM of AGREEMENT
Emergency Department Recognition Bonus

Pursuant to the Collective Bargaining Agreement (the "Agreement"), PeaceHealth Ketchikan Medical Center (the "Medical Center") and the Alaska Nurses Association/AFT #1953 (the "Association") hereby agree as follows:

The Medical Center is offering a recognition bonus opportunity to nurses whose primary work assignment is in the PeaceHealth Ketchikan Medical Center Emergency Department (ER).

Eligibility for First Installment:

- Current regular ER nurses who are employed in their position in the PeaceHealth Ketchikan Medical Center ER at the time of this agreement.
- Current relief ER nurses who are employed in their position in the PeaceHealth Ketchikan Medical Center ER at the time of this agreement and who have worked a minimum of 72 hours between December 15, 2024 and January 31, 2025.
- Current temporary ER nurses who are employed in their position in the PeaceHealth Ketchikan Medical Center ER at the time of this agreement and who have worked a minimum of 168 hours between December 15, 2024 and January 31, 2025.
- Current ER nurses must still be employed in the PeaceHealth Ketchikan Medical Center ER at the time of each subsequent payment.

Eligibility for Second Installment:

- Current regular ER nurses who are still employed as regular nurses in the PeaceHealth Ketchikan Medical Center ER at the time the second installment.*
- Current relief ER nurses who are employed in their position in the PeaceHealth Ketchikan Medical Center ER at the time of this agreement and who have worked a minimum of 384 hours between February 1, 2025 and September 30, 2025.**
- Current temporary ER nurses who are employed in their position in the PeaceHealth Ketchikan Medical Center ER at the time of this agreement and who have worked a minimum of 432 hours between February 1, 2025 and September 30, 2025.**
- Current ER nurses must still be employed in the PeaceHealth Ketchikan Medical Center ER at the time of each subsequent payment.

Details:

- First Installment:
 - Regular ER nurses: \$2,500 paid the first full pay period following this agreement being fully executed.

- Relief ER nurses: \$1,000 paid the first full pay period following this agreement being fully executed.
- Temporary ER nurses: \$1,500 paid the first full pay period following this agreement being fully executed.
- Second Installment:
 - Regular ER nurses: \$2,500 paid the first full pay period following October 1, 2025.
 - Relief ER nurses: \$1,000 paid the first full pay period following October 1, 2025.
 - Temporary ER nurses: \$1,500 paid the first full pay period following October 1, 2025.

For regular ER nurses, hours approved as PTO Scheduled will be inclusive of hours worked.

All payments are subject to required tax withholdings.

*Current regular ER nurses who transfer to a relief ER nurse or temporary ER nurse role may be eligible for the second installment if they meet the requisite hours requirement.

**Current relief ER nurses or temporary ER nurses who transfer to a regular ER nurse role may be eligible for the second installment at the regular ER nurse amount.

PeaceHealth Ketchikan Medical Center

By: Shana Criscola

Title: _____

Signed For Shana

Signature: _____

Date: 2/4/2025, 2025

Interim CNC

Alaska Nurses Association/AFT #1953

By: Jori Nicholson

Title: president CTN

Signature: _____

Date: February 4, 2025

J. Nicholson