

## MEMORANDUM of AGREEMENT

### Bilingual Caregiver Screening

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:

1. The Medical Center has adopted a new Bilingual Caregiver Screening Policy ("Policy").
2. The Medical Center agrees that the Policy shall be available to nurses represented by the Association and the Association agrees that the Medical Center may modify or terminate the provisions of the Policy as determined by the Medical Center in its sole discretion, in the same manner and as for as long as the Policy applies to other non-supervisory caregivers of the Medical Center.
3. The Medical Center agrees to provide the Association notice of any material changes to or termination of the Policy.

#### PeaceHealth Ketchikan Medical Center

By: Shana Criscola

Title: HR Director

Signature: Shana Criscola

Date: March 31, 2025

#### Alaska Nurses Association/AFT #1953

By: Jeri Nicholson

Title: Ketchikan registered  
nurses president

Signature: Jeri Nicholson

Date: 3/31/25, 2025