

**LETTER OF AGREEMENT
by and between
Central Peninsula General Hospital and**

**Alaska Nurses Association Re:
Restructuring**

This agreement is between Central Peninsula General Hospital (CPH) and the Alaska Nurses Association (AaNA). CPH and the AaNA are parties to a Collective Bargaining Agreement (CBA)

The purpose of this agreement is to document the changes in responsibilities for RNs, as AaNA is the exclusive bargaining representative for nurses employed at CPH. In addition, this agreement will document the restructuring of ADT (admission, discharge, and teaching) positions.

CPH, through attrition, will not offer vacated ADT positions in the future. The Care Coordination RN's role will assume the majority of the ADT RN's workflow of discharge planning and accommodate both eight (8) hour and (12) hour shifts that currently exist in the ADT positions. The primary bedside RN's will complete the admission and discharge processes upon completing the necessary training. Additional FTEs have been requisitioned to fill the vacated ADT role. Such new positions will be posted as Med-Surg RN positions of the same FTE status.

The primary RN's will be re-oriented to the admission and discharge process. There is a projected go-live date for this online education, which will be March 3, 2025. This training will be completed within 30 days of the go-live date. During the month of April 2025, primary nurses will be scheduled for mandatory in-person classes. Any nurse needing additional training can request it with the department manager and will not be expected to perform such duties until they are adequately trained.

It is mutually understood that all of the provisions of the CBA apply to these positions. Any employee working as a Care Coordinator RN or ADT RN at the execution of this agreement will not suffer a reduction in pay due to this agreement.

No other terms of the current collective bargaining unit agreement shall be modified by this letter of agreement. This agreement is entered into freely and voluntarily by the signatures of the parties below.


SIGNED FOR:

Central Peninsula General Hospital


Kaylee Hilton HR director

7.16.25
Date

Alaska Nurses Association


Jennifer Young, RN, BSN
Alaska Nurses Association

7-16-2025
Date