

**LETTER OF AGREEMENT**  
**by and between Providence Alaska**  
**Medical Center**  
**and**  
**Alaska Nurses Association**  
**RE: Article 10.1 Correction of Omitted Language**

This 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).

PAMC recognizes AaNA as the exclusive bargaining representative for registered nurse ("nurses") at the Medical Center.

The purpose of this agreement is to correct an inadvertent omission of language from Article 10.1 Providence Benefits Program

Article 10.1 of the Collective Bargaining Agreement (CBA) between the Union and the Employer should include language that was inadvertently struck from the 10.1 Providence Benefits Program Red Line Draft version used for ratification.

*"Effective the date of hire, all regular full-time and part-time employees regularly scheduled to work twenty (20) or more hours per week (1.0 to 0.5 FTE) shall be included under and covered by the Employer's Providence benefits program that is provided to all PAMC eligible employees. Providence will provide all benefit eligible nurses Short-Term Disability and Paid Parental Leave benefits in accordance with the Employer's Short-Term Disability for Staff policy to be implemented within 60 days of ratification by the bargaining unit. ~~Participation shall be subject to specific plan eligibility requirements and timely submission of benefit election.~~"*

The following language should be included in article 10.1 *"Participation shall be subject to specific plan eligibility requirements and timely submission of benefit election."*

**Under this LOA Article 10.1 should read as follows:**

**10.1 Providence Benefits Program.** *Effective the date of hire, all regular full-time and part-time employees regularly scheduled to work twenty (20) or more hours per week (1.0 to 0.5 FTE) shall be included under and covered by the Employer's Providence benefits program that is provided to all PAMC eligible employees. Providence will provide all benefit eligible nurses Short-Term Disability and Paid Parental Leave benefits in accordance with the Employer's Short-Term Disability for Staff policy to be implemented within 60 days of ratification by the bargaining unit. ~~Participation shall be subject to specific plan eligibility requirements and timely submission of benefit election.~~*

Except as expressly set forth herein, all other terms of the CBA remain in full force and effect. This agreement is entered into freely and voluntarily by the signatures of the parties below. Both PAMC and AaNA agree that this agreement is non-precedent setting and cannot be used by either party as evidence against the other in any action, except to enforce its own terms.

Providence Alaska Medical Center



Florian Borowski  
CHRO, Alaska

Date September 9, 2025

Alaska Nurses Association



Terra Colegrove  
Providence Registered Nurses President

Date 1 Aug 2025