

LETTER OF AGREEMENT
by and between Central Peninsula Hospital
and
Alaska Nurses Association
RE: Pay differential for Program Coordinator Positions

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

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

The purpose of this agreement is to acknowledge the additional duties assigned to Program Coordinators, as defined below, and to establish appropriate compensation for these responsibilities.

PROGRAM COORDINATOR. A registered nurse assigned responsibility for the coordination and oversight of a designated clinical program. This role includes ensuring regulatory compliance, facilitating interdepartmental collaboration, monitoring and supporting adherence to program protocols, and maintaining program-specific data and registries. The Program Coordinator collaborates with physicians, hospital leadership, and community partners to achieve program outcomes. Additional responsibilities include staff and community education, outreach activities, and fostering collaborative relationships to support the goals of the program.

PROGRAM COORDINATOR PREMIUM. Nurses shall be paid an additional three dollars (\$3.00) an hour for all hours worked as a program coordinator.

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

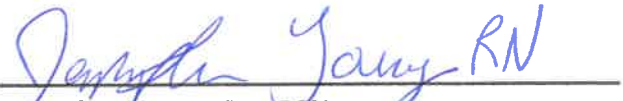
SIGNED FOR:

Central Peninsula Hospital

Alaska Nurses Association



Kaylee Hilton, HR Director



Jenipher Young, RN, BSN

10.1.25

Date

9/16/2025

Date