LETTER OF AGREEMENT
by and between Central Peninsula Hospital
and
Alaska Nurses Association
RE: New Nurse Orientation Integration

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.

New Nurse Orientation day will be integrated into the existing onboarding process weekly. This change is intended to streamline the onboarding process and ensure timely access to essential information and training, rather than holding the session on a quarterly basis.

On **Wednesday each week**, the Union's 15-minute introductory session will take place at 3:30 pm and can be adjusted by mutual agreement to any time between **1:00 p.m. and 4:00 p.m.**

While Article 3.9 provides that the Union supplies the appropriate forms for signature and distributes the Agreement, the parties agree that this process will continue to be facilitated though Human Resources so that no additional process changes are required.

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

Kaylee Hilton, HR Director

3.18.26
Date

Alaska Nurses Association

Jennipher Young, RN, BSN

3/18/2026
Date