Letter of Agreement
by and between
Central Peninsula General Hospital
and
Alaska Nurses Association

Re: Remote and Hybrid Workplace Policy

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

The purpose of this agreement is to establish terms and conditions governing remote and hybrid work arrangements for bargaining unit nurses and preserve the rights and protections provided by the CBA.

1. Before modifying or discontinuing a remote or hybrid arrangement for a bargaining-unit position, the Hospital will notify the affected employee and the Association in writing and, where required by law or the Collective Bargaining Agreement, bargain over the impacts of the change. Per Article 6 of the CBA and all other applicable areas of the CBA.

2. The Hospital shall provide, maintain, repair, and replace any Hospital-owned equipment necessary for the employee to perform assigned remote or hybrid work duties. The hospital will provide all equipment, VPN access, and security measure necessary to maintain HIPPA compliance.

3. Normal Wear and Tear. Employees shall not be responsible for normal wear and tear, software failures, cybersecurity incidents, ordinary depreciation, or failure of Hospital owned equipment resulting from normal use.

4. Return Shipment of Hospital owned equipment. Upon request or at the conclusion of the remote or hybrid work arrangement, the Hospital shall be responsible for the cost of returning Hospital-owned equipment. The Hospital may determine the method of return, including prepaid shipping or other reasonable means. An employee who returns Hospital-owned equipment in accordance with the Hospital's instructions shall not be responsible for loss of or damage to the equipment occurring during shipment, unless the loss or damage results from the employee's intentional misconduct or gross negligence.

5. Equipment Failure. If Hospital-owned equipment fails or becomes inoperable through no fault of the employee, the employee shall promptly notify the Hospital. The Hospital will repair or replace the equipment within a reasonable time, and the employee will not be subject to discipline for delays resulting from the equipment failure. The employee will not lose regularly scheduled wages or hour during times equipment failure or maintenance.

6. Technical Support. The Hospital shall provide reasonable technical support for Hospital-owned equipment used in remote or hybrid work.

7. The Hospital shall not implement remote or virtual nursing in a manner that reduces staffing, increases patient assignments, transfers duties to bedside nurses, or otherwise adversely affects the

wages, hours, or working conditions of bargaining-unit nurses without first bargaining with the Association as required by law and the Collective Bargaining Agreement.

8. The parties agree that nursing work performed remotely, virtually, electronically, telephonically, or through other technology on behalf of the Hospital remains bargaining-unit work unless otherwise agreed by the parties. Nothing in this Letter of Agreement waives the Association's right to bargain over the creation, expansion, modification, or reassignment of such work.

No other terms of current collective bargaining unit agreement shall be modified by this letter of agreement. Nothing in this Agreement shall constitute a waiver by the Association of its statutory or contractual rights to bargaining over any future changes to remote work, virtual nursing, staffing, technology, workload, or other mandatory subjects of bargaining. This agreement is entered into freely and voluntarily by the signatures of the parties below.

SIGNED FOR:

Central Peninsula General Hospital

Kaylee Hilton,
Central Peninsula General Hospital

Date: 9.18.26

Alaska Nurses Association

Jenipher Young, RN
RNs United, President

Date: 9/21/2026