

## MEMORANDUM OF AGREEMENT

### “Call Block”

Central Peninsula General Hospital (“Hospital”) and the Alaska Nurses Association (“Association”) hereby enter into the following agreement for the purpose of providing language to allow nurses to deviate from contract language related to pay status for on call hours and call back hours at the Hospital.

1. Call block is a scheduling tool that requires a nurse to be on call for a period of time when off work and during that time is responsible to respond to call back requests under Article 8.2 and 8.3 of the labor agreement.
2. In accordance with Article 8.2 and 8.3 of the parties’ Agreement, nurses currently working in the Post Anesthesia Care Unit (PACU) will complete their weekend call as out lined in the agreement. However, they will be working in the “call block” for weekday call from Sunday 1900 until Friday 0800. The nurse will be on “call block” from 1900 until 0800 the following morning. This time will constitute a “shift”.
3. The total hours a nurse is required to cover under “call block” is 65 hours, for which the nurse is compensated for 40 hours of pay. The nurse will not go into premium pay or time and one-half unless they actually are called in to work greater than 40 hours in this call block period, or they work over 10 consecutive hours. If the nurse is in premium pay status due to working over 10 consecutive hours, those premium pay hours will not count toward the 40 regular hours as they have already been paid at the premium rate. For purposes herein, “Call Block Hours” refer to the 65 hours described above in paragraph 2, and “Paid Hours” refer to the 40 hours of compensation earned for covering the Call Block Hours, together with any additional premium hours worked by the nurse.
4. All Paid Hours will count toward the nurse’s step increase in accordance with Article 7.1.2.
5. Shift differential will be applied to all Paid Hours in accordance with Article 8.1.
6. “Call block” hours and any additional premium hours will count toward the on call “bonus” in accordance with Article 8.2

7. Certification pay will be applied to all Paid Hours in accordance with Article 8.4
8. PTO and IAP will accrue on all Paid Hours, subject to the limitations stated in Articles 9.2 and 11.2.
9. If a nurse is sick for any part of a "call block" shift, they will use IAP or PTO in accordance with Article 11.3 for up to 10 hours of the remainder of the "shift" they are unable to complete. If another nurse is called and asked to complete the call shift for a nurse who is ill during the "call block" period they will be paid in accordance with Article 8.2 On call and Article 8.3 callback of the labor agreement.
10. If the "call block" is over a holiday and the nurse on "call block" covers between 0800 and 1900 they will be compensated per Article 8.2 and 8.3 for these hours. In the event of being "called back" on a holiday the nurse will receive double time pay in accordance with Article 8.3
11. Nurses in the PACU participating in this "innovative" schedule trial will have the option of an 8 hour or 10 hour a day schedule when they are not working in the "call block" capacity.

The Memo of Understanding is entered into voluntarily by the parties and will remain in effect for the same duration as other articles in the current labor agreement between the parties.

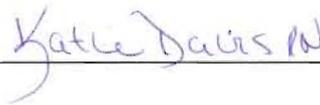
Central Peninsula General Hospital, Inc.



4-16-14

Date

Alaska Nurse Association



4-16-14

Date