LETTER OF AGREEMENT

by and between

Providence Alaska Medical Center

and

Alaska Nurses Association

Re: COVID-19 Vaccine

This agreement is between Providence Alaska Medical Center (“PAMC” or “the Medical Center”) and the Alaska Nurses Association (“the Association”), which are parties to a collective bargaining agreement (“Agreement”).

It is agreed by and between the parties that FDA-approved (whether by EUA or otherwise) and available COVID-19 vaccines are safe and effective and represent the best method of preventing infectious and curtail the current pandemic. Due to the ongoing public health crisis and consistent with PAMC policy, nurses are now required to receive vaccination against COVID-19 to maintain their employment at the Medical Center, subject to the conditions set forth below. To ensure adherence with policy, the Parties agree to the following:

- Nurses will be required to obtain full COVID-19 vaccination by October 18, 2021.
  - Nurses will be considered to be fully vaccinated two weeks following the final dose of an approved vaccine;
  - Nurses who have either a medical contraindication/condition that prevents them from safely receiving the vaccine or sincerely held religious beliefs related to vaccinations may sign a declination and request for exemption on an electronic form provided by PAMC;
    - Nurses who decline vaccination on the grounds of medical contraindication or other medical condition will be required to submit supporting documentation from their licensed health care provider;
    - Nurses who decline vaccination on the grounds of sincerely held religious belief will be required to submit information about their sincerely held religious belief, which will be reviewed in accordance with EEOC guidance and relevant federal and state laws. Such guidance recognizes that sincerely held moral or ethical beliefs as to what is right and wrong which are sincerely held with the strength of traditional religious views may qualify for the religious exemption.
  - If a nurse’s request for exemption is denied, PAMC will notify the nurse and will discuss how the nurse can supplement their request. A nurse may ask that an Association representative be present during any discussions about an exemption request that has been denied by the Medical Center.
  - Upon request by nurses, PAMC will work to provide reasonable accommodation to nurses with approved exemptions in accordance with EEOC guidance and relevant federal and state laws. Such accommodation may include COVID-19 testing, enhanced personal protective equipment, alternative work assignment, or leave of absence, based on individual circumstances.
• Nurses who decline vaccination and have an approved exemption will be required to complete an on-line education module about COVID-19 vaccination.
• Nurses not vaccinated by a Providence St. Joseph Health ministry must provide proof of vaccination through a method acceptable to PAMC (i.e., vaccine card or photograph of the same, provider records, or state immunization records).
• Proof of vaccination or need for an exemption will be treated as a confidential record.
• To the extent possible based on its supply, PAMC will continue to provide convenient on-site access to COVID-19 vaccines authorized for emergency use, licensed, or otherwise approved by the FDA at no cost to employees. PAMC will also notify nurses of alternative means of procuring vaccines and at least through 2022, those vaccines will be no cost to nurses who are receiving them.
• PAMC will continue to provide one hour of pay at nurses’ base rate of pay for time spent receiving the vaccine during non-scheduled work hours. The nurse is responsible for notifying his/her/their core leader when the nurse receives a vaccine outside of scheduled work hours.
• If a nurse experiences significant side effects and is scheduled to work within forty-eight (48) hours of receiving the vaccine, PAMC will provide up to two (2) days of paid pandemic administrative leave time, so the nurse does not have to use paid time off or other accrued time-off benefits when missing a day of work in the forty-eight (48) hour period following the vaccine. Nurses experiencing significant side effects (e.g., fever, extreme malaise) will be instructed to contact their core leader to inform their leader of the need for time-off, and also contact Caregiver Health Services to report the side effects.
• Nurses who are not fully vaccinated by October 18, 2021, and who have not otherwise received an exemption as described above, will be ineligible to work and will be removed from the schedule;
  o Nurses removed from the schedule will be provided with educational materials relating to the vaccine upon their removal from the schedule;
  o Nurses removed from the schedule for failing to fully vaccinate by or before October 18, 2021, will be considered to have separated from their employment within 30 days following their removal from the schedule. These nurses will be eligible for rehire upon full vaccination and proof of vaccination as described above;
  ▪ Upon rehire, if within twelve (12) months, a voluntarily separated nurse shall have all previously accrued benefits in place at the time of separation and PAMC seniority restored. A separated nurse shall not accrue benefits or seniority while separated.
  o Nurses who begin a vaccine regimen during the 30-day period will be provided up to an additional 30-day period to become fully vaccinated. Upon full vaccination within this timeframe, caregivers will be eligible to return to work.
  o Nurses on approved leaves of absence (of any kind) who are not scheduled to return to work until after October 18 will be required to submit proof of vaccination or have an approved declination and request for exemption submitted prior to October 18 or returning to work, whichever is later.
• PAMC’s routine infection prevention and source control practices during the duration of COVID-19 pandemic shall continue after vaccination to protect patients, staff, and communities. Screenings, protective equipment such as face masks and face shields and SARS-COV-2 testing, will be provided at no cost to nurses, subject to availability.
• Nurses who have questions related to COVID-19 should contact Caregiver Health, their core leader, or their human resources representative.

The parties recognize that this is a unique, fast-developing situation, and commit to ongoing dialogue around these issues. This agreement shall be effective upon signature and shall continue during the duration of the COVID-19 pandemic and public health emergency. However, the parties may mutually agree to meet to modify the agreement, as necessary.

No other terms of the CBA shall be modified by this agreement.

This letter is entered into freely and voluntarily by the signatures of the parties below.

SIGNED FOR:

Providence Alaska Medical Center

[Signature]

Florian Borowski
Regional Chief Human Resources Officer

Date: September 23, 2021

Alaska Nurses Association

[Signature]

Terra Colegrove
Providence Registered Nurses President

Date: 23 Sept 2021