

LETTER OF UNDERSTANDING
by and between
Providence Alaska Medical Center
and the Alaska Nurses Association
Re: 4.6 Discipline and Discharge

This agreement is between Providence Alaska Medical Center (PAMC) and the Alaska Nurses Association (AaNA). PAMC and the AaNA are parties to a Collective Bargaining Agreement (CBA).

The purpose of this agreement is to clarify the progressive discipline in Article 4.6 Discipline and Discharge.

It is mutually understood, for the purpose of discipline and discharge, that the type referred to in the Corrective Action equates to the discipline in Articles 4.6. Specifically, Documented Verbal equates to First Conference; Written Warning equates to Second Conference; and Final-2nd Warning equates to Decision-Making Leave.

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

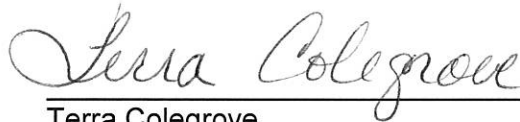
SIGNED FOR:

Providence Alaska Medical Center



Dar'Shon Tucker
Human Resources Strategic Partner

Alaska Nurses Association



Terra Colegrove
President

May 13, 2016
Date

13 May 2016
Date