

LETTER OF UNDERSTANDING
by and between
Providence Alaska Medical Center
and the Alaska Nurses Association

Re: 4.6.1 Absenteeism and 4.6.2 Tardiness

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).

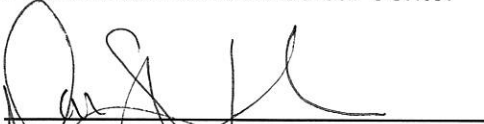
The purpose of this agreement is to clarify the steps in Articles 4.6.1 Absenteeism and Article 4.6.2 Tardiness.

It is mutually understood, for the purpose of attendance and tardiness, that the type referred to in the Corrective Action equates to the steps in Articles 4.6.1 and 4.6.2. Specifically, Documented Verbal equates to First Conference; and Final-2nd Warning equates to Job Jeopardy. The parties remain in agreement that there shall be no Written Warning/Second Conference in the attendance and tardiness context; rather the next step shall be a Final-2ndWarning/Job Jeopardy.

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



DarShon Tucker
Human Resources Strategic Partner

May 13, 2016
Date

Alaska Nurses Association



Terra Colegrove
President

13 May 2016
Date