Memorandum of Understanding
Re: COVID-19 Temporary Pay Coverage

Providence Alaska Medical Center ("PAMC") and Alaska Nurses Association ("the Union") are parties to a collective bargaining agreement ("Agreement") which expires April 30, 2021.

It is hereby agreed by and between the parties that a public health crisis has created a very special circumstance affecting the operations of PAMC. As such, the parties agree that temporary modification must be made to the working conditions of our caregivers, some of which may conflict with the language of our Agreement.

In order to ensure the PAMC is staffed in a manner that keeps nurses, patients and our community safe, the Parties agree to the following:

- PAMC will create an 80-hour Paid Emergency Time Off bank for benefits-eligible nurses that will remain in place for use by or before May 31, 2020;

- Benefits-eligible nurses who have either already utilized all of their PTO/EIB, or have not been employed long enough to have accrued enough PTO to cover a long-term illness, may use, beginning March 15, 2020 through May 31, 2020, up to 80 hours of Paid Emergency Time Off to be utilized to cover additional time off necessary for recovery from the illness or injury when the additional time off is necessary because of COVID-19 impacts, e.g., delays in surgeries or the nurse’s high risk health status;

- Benefits-eligible nurses who have either already utilized all of their PTO/EIB, or have not been employed long enough to have accrued enough PTO to cover their own COVID-19 illness, may use, beginning March 15, 2020 - through May 31, 2020, up to 80 hours of Paid Emergency Time Off to be utilized for their own COVID-19 related illness and recovery (PAMC specific rules regarding time off apply), or self-exclusion because of symptoms (reported to Caregiver Health Services). For purposes of this paragraph, the term “self-exclusion because of symptoms” means the nurse has a symptom that may be indicative of COVID-19 (fever, cough, shortness of breath or other respiratory issue) but is not yet diagnosed with COVID-19. After all paid time is exhausted for these nurses, if there is a need for continuing leave and the nurse does not have access to Providence-provided short-term disability benefits, PAMC will provide nurses with income replacement in an amount equal to 65% of pay until they can return to work;

- Benefits-eligible nurses who are not ill, but cannot work for a variety of other reasons related to the COVID outbreak (PAMC specific rules regarding time off apply), for example, daycare or eldercare needs, may use PTO and EIB, should the nurses have this time in his or her bank. The nurse may also use their Paid Emergency Time Off (after exhaustion of PTO/EIB) to supplement this time, through May 31, 2020.

- If a part-time or full-time nurse works in a department which has been shut down or the department’s services have been curtailed because of COVID-19, and that nurse cannot do their job from home, PAMC is committed to paying paid administrative leave beginning March 15, 2020 until April 30, 2020, when we cannot redeploy the nurse
during that time; provided that the nurse stays available to work for us and with appropriate training and orientation as determined by PAMC, can be reassigned to another department or role for purposes of this COVID-19 emergency. Any such redeployment will be in accordance with the LOA re: Floating within PAMC and Floating to Facilities other than PAMC. This paid administrative leave may be extended for additional periods of time at the sole discretion by the Employer, following consultation with the Union.

- For a nurse working extra shifts (part time caregivers) and overtime (full time caregivers), PAMC will consider additional incentive and/or extra shift pay, as necessary, beyond incentive pay or extra shift bonuses already provided for in the collective bargaining agreement. In the event that additional incentive and/or extra shift pay becomes necessary, beyond or in place of high census bonus provided for in the Agreement, PAMC will notify the Union of its intent to implement the pay in departments and/or facility-wide, as well as the amount of the pay, and upon request, will meet with the Union to discuss the specifics of the additional incentive and/or extra shift pay.

- The parties recognize that this is a unique, fast-developing situation, and commit to ongoing dialogue around these issues. Specifically, PAMC and the Union agree to discuss, on or before May 15, 2020, the usage of the additional time-off hours specified herein and to discuss the possibility of adding additional hours or extending the period in which the hours specified above may be used.

This agreement shall be effective upon signature and shall continue through May 31, 2020, with the option to extend upon mutual agreement should the declared State of Emergency (local or state) continue, or the public health guidance remain the same.

Signed and effective this 29th day of April, 2020.

[Signature]
Dar’Shon Tucker, Human Resource Business Partner

[Signature]
Terra Colegrove, PRN President