

FIFTH MEMORANDUM OF UNDERSTANDING
to the
CONTRACT
between
CARSON TAHOE REGIONAL HEALTHCARE
and the
CARSON-TAHOE HEALTHCARE EMPLOYEES ASSOCIATION
(January 1, 2022 – December 31, 2024)

This Fifth Memorandum of Understanding (“MOU”) is agreed and entered in to by Carson Tahoe Regional Health Care (“Hospital”) and the Carson-Tahoe Healthcare Employees Association (“Association”), who may be referred to individually herein as a “Party” or collectively as the “Parties,” and concerns the posting of Bargaining Unit position opportunities for Employees in the Bargaining Unit represented by the Association (“Unit Employees”).

WHEREAS, the Hospital and the Association are parties to the collectively bargained Contract between Carson Tahoe Regional Health Care and the Carson-Tahoe Healthcare Employees Association effective January 1, 2022, through December 31, 2024 (the “Contract”),

WHEREAS, the Hospital has recognized the Association as the exclusive bargaining agent for Unit Employees as set forth in Article 3 of the Contract,

WHEREAS, Article 8(4) of the Contract sets forth the agreement of the Parties regarding selection criteria and the posting of Bargaining Unit position opportunities so that the maximum number of Unit Employees are aware of such position opportunities and able to apply if qualified and interested in doing so,

WHEREAS, Article 8(4)(A) of the Contract currently requires the Hospital to post all Bargaining Unit position opportunities for a minimum of five (5) business days on the intranet/internet and on applicable department huddle boards,

WHEREAS, the Parties have concluded that posting on applicable department huddle boards should no longer be required,

WHEREAS, the Parties have met and discussed the terms and conditions of employment for Unit Employees,

NOW THEREFORE, the Parties agree as follows:

1. Effective February 1, 2024, Article 8(4)(A) of the Contract is amended as follows:

Section 4:

JOB POSTINGS

- A. All Bargaining Unit position opportunities will be posted for a minimum of five (5) business days on the intranet/internet ~~and on applicable department huddle boards~~ in one of the categories listed below as determined by the Hospital:

Category 1 – Positions available to internal current employees and external applicants.

Category 2 – Positions available to current employees only.

Category 3 – Position available to current employees only who are currently employed in the department where the vacancy exists.

2. This MOU will remain in effect for the duration of the Contract. Prior to Contract expiration/renewal, the Parties will meet and negotiate whether the amendment to Article 8(4)(A) will be permanent.

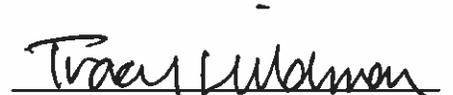
FOR THE HOSPITAL



Michelle Miller, Vice President
and Chief Human Resource Officer

Dated: 1/31/2024

FOR THE ASSOCIATION



Tracy Hildman, President

Dated: 1/29/2024