

SECOND 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 Second 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 Hospital increasing Preceptor Pay for Employees in the Bargaining Unit represented by the Association.

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 the “Bargaining Unit” Employees as set forth in Article 3 of the Contract (“Employees”),

WHEREAS, the Hospital is continually engaged in efforts to recruit, retain and train Employees, and wishes to encourage Employees to serve as Preceptors to instruct other Employees in order to improve patient care and fulfill its mission,

WHEREAS, Article 26(6)(B) of the Contract provides that Employees who successfully complete a formal Preceptor training program and whose Preceptor activities are approved and scheduled in advance by their supervisors will receive an additional \$1 per hour in wages for hours actually worked as a Preceptor (“Preceptor Pay”),

WHEREAS, the Hospital wishes to increase Preceptor Pay from \$1 per hour to \$3 per hour,

WHEREAS, Preceptor Pay is a term and condition of employment for Employees, and the Parties have bargained accordingly,

NOW THEREFORE, the Parties agree as follows:

1. Article 26(6)(B) is hereby amended by replacing “\$1 per hour” with “\$3 per hour.”

2. The term of this MOU will be concurrent with the term of the Contract and expire on December 31, 2024. Upon mutual agreement of the Parties, this MOU may be renewed at that time or the contents hereof may be placed in the successor agreement to the Contract.

FOR THE HOSPITAL

Michelle Miller

Michelle Miller, Vice President
and Chief Human Resource Officer

Dated: 8/10/2022

FOR THE ASSOCIATION

Tina Chill

Tina Chill, Vice-President

Dated: 8/11/2022