

**FOURTH 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 Fourth 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 annual base wage increases for Employees in the Bargaining Unit represented by the Association (“Unit Employees”) who have reached or neared the top of their wage range.

**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**, Appendix B of the Contract sets forth the Pay Grades and Wage Ranges for Unit Employees, including a “MIN,” “MID” and “MAX” wage for each pay grade,

**WHEREAS**, Article 26(5)(D) of the Contract currently provides that in the case of Unit Employees whose base wage rates have reached or are close to the MAX wage rate for their pay grade, such employees will not receive any base wage increase or only a partial base wage increase, so that their base wage rate will not exceed the MAX wage rate, and such employees receive a one-time lump stipend in lieu of the withheld base wage increase,

**WHEREAS**, the Parties share a mutual goal of attracting and retaining a quality staff to enhance patient care, Article 26(5)(D) imposes a significant lump sum cost on the Hospital and Article 26(5)(D) deprives affected Unit Employees of the benefit of an increase to their base wage rate,

**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 September 30, 2023, Article 26(5)(D) of the Contract is amended as follows:

Employees who have reached or neared the top of their MAX wage range and are not eligible for in Appendix B will receive their full annual increase amount and will not be considered "topped out," and. However, under no circumstances will the Hospital place a new employee beyond the MAX wage for their pay grade as shown in the most recent, agreed upon iteration of Appendix B. When such employees will receive an increase to their base wage rate up to the maximum of their wage range and the balance of the annual increase as a lump sum stipend. The top-out stipend will be calculated as follows:

b. For Full-time are no longer "new employees," they may progress beyond the stipend will be MAX wage for their pay grade in the remaining eligible percent increase earned, multiplied by the employee's base wage rate, multiplied by 2,080 for eight (8), ten (10) and twelve (12) hour shifts same manner as other employees.

c. For Part-time employees the stipend will be the remaining eligible percent increase earned, multiplied by the employee's base wage rate, multiplied by the total number of annual hours the employee is regularly scheduled to work.

d. Top-out stipends will not be added to the employee's base wage rate.

e. Topped-out employees may requalify for top-out stipends on an annual basis.

- f. The Hospital shall furnish the Association with a cumulative report on a quarterly basis during each contract year that shows the number and percentage of employees in the bargaining unit who are at or have or continue to be topped out/exceeded the MAX wage range for their pay grade.

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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 26(5)(D) will be permanent.

FOR THE HOSPITAL

FOR THE ASSOCIATION

*Michelle Miller*

Michelle Miller, Vice President  
and Chief Human Resource Officer

*Tracy L. Hildman*  
Tracy Hildman, Secretary - President

Dated: 6/30/2023

Dated: 7/6/2023