FIRST MEMORANDUM OF UNDERSTANDING

to the

CONTRACT

between

CARSON TAHOE REGIONAL HEALTHCARE

and the

CARSON-TAHOE HEALTHCARE EMPLOYEES ASSOCIATION

(January 1, 2025 – December 31, 2027)

This First 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 tiers of compensation for certain Unit Employees who work in the Hospital's Cardiac Catheterization Laboratory ("Cath Lab").

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, 2025, through December 31, 2027 (the "Contract"),

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

WHEREAS, Article 26 of the Contract sets forth the agreement of the Parties regarding compensation of Unit Employees,

WHEREAS, Employees are more likely to remain employees of the Hospital when they see a clear career development path with financial rewards,

WHEREAS, enhancement of the skill level of Employees both improves job performance and reduces the Hospital's dependency on external contractors,

WHEREAS, the Hospital and the Association share a commitment to Employee growth and long-term workforce sustainability, and

WHEREAS, the Parties have met and discussed the terms and conditions of employment for certain Unit Employees in the Cath Lab with the Bargaining Unit Classifications of Charge Registered Nurse, Registered Nurse, and IR Cath Lab Technologist,

NOW THEREFORE, the Parties agree as follows:

1. Effective May 1, 2025, Article 26 of the Contract is amended by adding Article 26(3)(D), providing as follows:

- D. Employees with Bargaining Unit Classifications of Charge
 Registered Nurse, Registered Nurse or IR Cath Lab Technologist,
 who work in the Hospital's Cardiac Catheterization Laboratory
 ("Cath Lab") will receive additional compensation as set forth
 below:
- 1. In Agreement with the Association, the Hospital has defined the essential competencies required for progression in roles within the Cath Lab and competency milestones, copies of which are attached hereto and incorporated herein as Exhibit A. Employees will receive wage increases upon verified completion of each competency milestone. The Hospital will utilize Employee self-assessment and assessment by the Hospital's internal trainer to determine completion of milestones.
- Opportunities for role progression (obtaining competencies) and wage increases will be afforded to Employees in the identified Bargaining Unit Classifications on an equal basis.
- 3. The Competency/Wage Premium is as follows:

a.	Tier 1	TAVRs	2.5%
b.	Tier 2	Structural Heart	2.5%
c.	Tier 3	Cath/IR	2.5%
d.	Tier 4	Electrophysiology	2.5%
e.	Tier 5	OR Techs/Rad Nurse	2.5%

- 4. The wage premiums are cumulative and not subject to the Certification limit set forth in Article 26(3)(B) and will be in addition to any two and one-half percent (2.5%) wage premium received pursuant to that subsection.
- 5. The Tiers, as set forth above, may be completed in any order.
- 6. If an employee is absent from the Cath Lab for any reason for more than twelve (12) consecutive months, the employee must successfully retest for a competency tier before the competency/wage premiums will be restored for that tier.

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2. This MOU will remain in effect for the duration of the Contract. Prior to Contract

EXHIBIT A

FIRST MOU (CATH LAB)

CTHEA & CTH

(January 1, 2025 – December 31, 2027)

EXHIBIT A

Cath Lab Competency Assessment Cath/IR CAR



Employee:	Date:
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Employee will demonstrate proficient procedural knowledge, procedural supplies, set up and purpose to each procedure/procedure type.

Completion of this competency will result in an increase of 2.5% to your base wage. This is a competency that is only available to an employee in an eligible cardiology Cath Lab position; the employee must remain in the eligible position to receive this increase. Department management will keep track of and maintain this competency. Employees must demonstrate proficiency in specific technical skills and knowledge related to procedures, equipment, supplies, set-up, and purpose for each procedure/procedure type in order to achieve this competency.

Regular performance evaluations will be conducted to assess continued competency, progress for those who have not achieved competency, and provide feedback for improvement. It is important to stay up to date on any additional requirements or changes to maintain eligibility for this wage increase.

Failure to maintain competency will result in the removal of the wage increase.

Additionally, ongoing training opportunities will be provided to support employees in achieving and maintaining competency.

This demonstrates our commitment to rewarding our employees for their hard work and dedication.

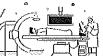
1	2	3	4
Limited - employee needs complete guidance and instruction most of the time	Provisional - Employee is able to provide care with moderate guidance	Acceptable - Employee is able to provide care with minimal support and cues	Competent - Employee is able to act independently and appropriatly

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Area of Evaluation	Self- Rating (1-4)	Management (Pass/Fall)	Notes		Validation
Monitor Left Heart Case		:			F.
Monitor Right Heart Case					
Correct use of Swans Ganz				-	
FFR and DFR (Boston & Philips)					
IVUS (Boston, Philips, OCT)					
Shackwave					
Rotablader Arthrectomy					
Coronary Aspiration Pronto & Penunibra					
CP Impella - Insertion and Removal					
RP Impelia - Insertion and Removai					
Balloon Pump - Insertion and Removal					
Cooling Catheter - Insertion and Removal					
Closure Devices (Angioseal, Mynx, Perclose, TR Band)				***************************************	
TVP - Insertion and Use					
PM/ICD Insertion					
Pericardocenthesis			4	***************************************	
Acist - Function and Use					
Letha Rhythm Identification	*****				
Coronary Balloon - Types and Uses					

Assessment Summary

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Strengths	Areas for Improvement	Development Plan				



Interventional Radiology (IR) Focus



Area of Evaluation	Self- Rating (1-4)	Management (Pass/Fall)		Notes		Validation
Temp HDC						
Tunneled Procedures (HDC, Ports, Para and Thora Drain Placement)					Alm let Alm	
IVC Placement						
IVC Removal						
Kypho/Vertebral Plasty Procedure						
Ekos Placement						
Inarì Procedure PE/Peripheral						
Angio Jet						
Gastric Feeding Tube Placement						
Embolization Procedure (Coll Use)						
Microcatheter Use						
Y90 Procedure					•	
TACE Procedure						
TIPS Procedure						
Nephrostomy Drain Internal/External		***************************************				
Biliary Drain Placement						
RF Ablations						
AV Fistula Knowledge						
IR PACs and Filming Cases (Tech Specific)						

Strengths	Areas for Improvement	Development Plan

Question	Response
What are your key accomplishments in these areas?	
What challenges have you faced?	
What areas do you think you could improve in?	
What goals do you have for your future development in IR/Cath?	
How can your manager or team support your development?	
Employee Signature:	Date:
Management Signature:	

Cath Lab Competency Assessment EP c



Emple	ouee:	Date:	

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1	2	3	A
Limited - employee needs complete guidance and instruction most of the time	Provisional ~ Employee is able to provide care with moderate guidance	Acceptable - Employee is able to provide care with minimal support and cues	Competent - Employee is able to act independently and appropriatly



Electrophysiology (EP) Focus

19 49				
Area of Evaluation	Self- Rating (1-4)	Management (Pass/Fall)	Notes	Validation
Equipment Setup				
Patching Patient				
Pre-Case Measurements				
Post-Case Measurements			t .	
Cable and Supplies for each Case Type				
Understanding Case Outcomes				
EP Studies per Case Type -AFib (Supplies needed, Patching & Case Flow)				
EP Studies per Case Type -Flutter (Supplies needed, Patching & Case Flow)				
EP Studies per Case Type -SVT (Supplies needed, Patching & Case Flow)				
EP Studies per Case Type -PVC (Supplies needed, Patching & Case Flow)				
EP Studies per Case Type -VT (Supplies needed, Patching & Case Flow)				
Leadless PM Insertion			,	
CRT Device Insertion and Upgrade				
LBBB PM Insertion				
Lead Extraction (Supplies needed & Case Flow)				

Strengths	Areas for Improvement	Development Plan

Question	Response
What are your key accomplishments in this area?	
What challenges have you faced?	
What areas do you think you could improve in?	
What goals do you have for your future development in EP?	
How can your manager or team support your development?	
Employee Signature:	Date:
Management Signature:	Date:

Cath Lab Competency Assessment Structural Heart



Employee:		Date:	
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Structural Heart Focus



Area of Evaluation	Self- Rating (1-4)	Management (Pass/Fall)	Notes	Validation
TAVR Room Setup				
TAVR Equipment Needed				
TAVR Supplies Needed				
TAVR Case Flow				
TAVR Disease Process & Desired Procedure Outcome				
LAAO Room Setup				
LAAO Equipment Needed				
LAAO Supplies Needed				
LAAO Case Flow				
LAAO Disease Process & Desired Procedure Outcome				

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Question	Response
What are your key accomplishments in this area?	
What challenges have you faced?	
What areas do you think you could improve in?	
What goals do you have for your future development in Structural Heart?	
How can your manager or team support your development?	
Employee Signature:	Date:
Management Signature:	Date:

Cath Lab Competency Assessment OR (Tech Only) CARSON

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mployee:	Date:
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OR Focus **Tech Only**



Area of Evaluation	Self- Rating (1-4)	Management (Pass/Fall)	Notes	Validation
Endovascular AAA				
Peripheral DCB				
Peripheral Angioplasty and Stent Placement				
Knowledge of all three Size Systems 014, 018, 035				
Different Stents, Self Expanding, Bare Metal, Balloon Expanding & Balloon Covered	·			
SMA Stenting				
Carotid Stenting				
Filter Wire Prep				
CO2 Procedure and Fliming/Settings				
Closure Devices (Angloseal, Mynx and Perclose)				
OR PACs and Filming				

Strengths	Areas for Improvement	Development Plan
	-	

Question	Response
What are your key accomplishments in this area?	
What challenges have you faced?	
What areas do you think you could improve in?	
What goals do you have for your future development in OR?	
How can your manager or team support your development?	
Employee Signature:	Date:
Management Signature:	Date:

Cath Lab Competency Assessment Rad Nurse (Nursing Only) CARSON TAHOE

Employee:		Date:	
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Rad Nurse Focus **Nursing Only**



Area of Evaluation	Self- Rating (1-4)	Management (Pass/Fall)	Notes	Validation
Understanding and Navigation/Use of Dashboard				
Knowledge of Procedure Indications and Hard Stops (SSH and CTH)				
CTH Bone Blopsy				
CTH Bone Marrow Biopsy				
CTH Liver Biopsy			·	
CTH Lung Blopsy				
CTH CT Drain Placements				-
CTH Renal Biopsy				
CTH Renal Ablation				
SSH MRI Sedation				
SSH Coronary CT Anglo				
SSH Gated TAVR CT				
Patient Preps (SSH and CTH)				
Consents (SSH and CTH)			1	
Familiar with both SSH and CTH Locations and Supplies				

s for Improvement Development Plan

	Response
What are your key accomplishments in this area?	
What challenges have you faced?	
What areas do you think you could improve in?	
What goals do you have for your future development in Rad Nursing?	
How can your manager or team support your development?	

Employee Signature:

Management Signature:

Date:

Date: ____