



Cerner Training Grievance Update

On April 25, our Union issued St. John's management a grievance claiming they are in violation of our contract. The issues raised in the grievance include:

- ⇒ Lost wages
- ⇒ Subcontracting Bargaining Unit work by employing travelers to staff nursing units, including shift differentials and charge pay.
- ⇒ Refusal to pay training/preceptor pay.
- ⇒ Unilateral shift changes.
- ⇒ Refusing to offer available additional work to Bargaining Unit members, requiring staff to work additional days.
- ⇒ Requiring some members who volunteered to act as core users / trainers without their consent.
- ⇒ Refusing to pay float rates as required by our contract..



The Step One meeting regarding the grievance was held with the employer on Wednesday, May 14. Prior to the meeting, management informed us that they would pay any lost shift differential. We included this in the grievance because at the time the grievance was filed, several members had not received that pay. They also informed us they were in fact issuing training pay to the members who are acting as classroom trainers. This was included in the grievance because the employer failed to inform us of this prior to the meeting and had stated they would not pay it at prior meetings.

The employer must send a written response on or before May 29. If the response does not resolve our issues, then we will request a Step Two meeting which should occur within 15 days of the request. We will continue to actively work to resolve these issues.

An unfair labor practice charge was also filed with the National Labor Relations Board and is pending.

Important: If you were asked to be a super user and then told your role and expectations had changed, you have not been paid the shift differential or you feel you have or will be negatively impacted by this training in any other way, contact a Steward or Union Representative Chris Slane.

121RN Union Representative Chris Slane, RN | 805-279-1198 or slanec@seiu121rn.org