Hey all,

On February 3, 2023, our union met with management at Step 2 to discuss our group grievance related to the litany of denials and delays nurses have reported with their certification pay. We presented information detailing denials, and we asked for those nurses to be made whole for any certification pay they were wrongly denied. We also shared that there are several others reporting underpayments of their certification pay and there are likely more nurses, that we’re not aware of, who are experiencing issues.

Unfortunately, management denied our grievance on the basis that one of the impacted caregivers had not uploaded her certification renewal to Genesis, even though she had provided it to HR in other ways. Additionally, even though a change to the certification approval process hadn’t been bargained with our union, hadn’t been broadly and effectively communicated, and even though inaccurate information about applying for certification renewal was still posted while we were discussing the grievance, management felt that a nurse not uploading the proof of certification to Genesis should disqualify them from receiving certification pay. Finally, management ignored our assertions that other nurses have been impacted by the issue, even as they had not yet provided us all the information necessary to substantiate those concerns.

We believe that management’s interpretation is incorrect, and we are committed to getting the certification pay issues related to the transition resolved.

We need your help to verify that we are all receiving the appropriate certification pay. Please take the following steps:

1) Look for your employee number in the Google doc at the link below. If you have an active and relevant certification, are you listed as receiving certification pay and is your expiration date correct?

https://docs.google.com/spreadsheets/d/1nHVfv9mdAKVfvj7suULZc0WeqsWlZA0_ePl4vOsKtWc/edit#gid=0
2) If you’re not listed, check your pay stub. If you don’t see certification pay reflected and you believe it should be, please fill out our certification grievance tracking form so that we can address your underpayment as part of our group grievance. **You need to take action by Friday, March 24.**

[https://docs.google.com/forms/d/e/1FAIpQLSfI3zpmLr1QRZkYQkqlBt1oXkp_D7GHqH663gBr2G46wmdkTA/viewform](https://docs.google.com/forms/d/e/1FAIpQLSfI3zpmLr1QRZkYQkqlBt1oXkp_D7GHqH663gBr2G46wmdkTA/viewform)

3) Talk to your coworkers and mention it in huddle or report. Make sure they review the spreadsheet and look up their own employee number and report any missing certification pay.

Our union is anticipating discussing our grievance with the CNO at Step 3, the last step before we go to a neutral arbitrator, later this month. Please share any information you have and we will work to recover all the money you’re owed.

If you have questions or if you need more time to verify your certification pay, please contact Seth Moore at 503-841-1787. We'll keep folks posted following our Step 3 meeting and management's response.