

Cerner Training Update

RNs Should Receive Regular Shift Differential Regardless of Time of Training



"How Do I Get Paid My Shift Differential?"

Ideally, you shouldn't have to do anything.



Shift differentials are part of your "regular rate of pay" and the employer should pay it automatically. It is the employer's responsibility under the law to ensure you are paid correctly for all hours worked.

Management, however, has decided to make it your job to get paid correctly. If you are owed shift differential because you usually receive it when you work but your shift was changed during Cerner training, fill out a payroll adjustment form and submit it to your manager. Keep a copy for yourself and ask your manager to copy you when it is sent to payroll. If you submit the form before the last day of the pay period and it is not paid on the corresponding paycheck, contact Union Representative Chris Slane or a Steward.



You should receive the same shift differential for each hour worked during Cerner training that you would normally receive on your assigned shift, regardless of when you attended or taught any Cerner training.

Also, you should receive the applicable shift differential if you attended or taught a training during a time period that allows for shift differential to be paid even if you don't normally receive differential. For example, if you normally work 7 a.m. to 7 p.m. but attended a training from 3 p.m. to 11 p.m., you should receive the evening shift differential of \$2.50 per hour for all of those hours.

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