

## **Specialty Certification Pay Agreement**

DATE: May 15, 2025

SUBJECT: Specialty Certification Pay: ARTICLE 15: PREMIUM PAY PROVISIONS-  
[Referenced in the **SEIU-1021 RN Chapter** under Article 12, Section 12.3.3].

Eligibility: Employees covered under the SEIU 1021 – RN Unit and effective 3/25/07, Clinical Nurse II 24/7 Unit and Clinical Nurse III 24/7 Unit.

According to this Article:

Effective January 1, 2025, employees who acquire certification in their area of specialty shall receive additional compensation of 3% above the current salary. Employees shall continue to be compensated at this increased salary rate as long as they maintain the certification. The date upon which an employee presents proof of certification shall be the effective date of increased compensation. The employee will be responsible for submitting their renewal to continue the 3% additional pay.

Upon ratification of the MOU AHS nursing leadership and SEIU shall meet to develop a mutually agreed upon list of certifications that qualify as well as a tracking system to maintain active certifications...”

On January 23, February 5, February 19, February 27, March 4, March 14, March 24, April 2 and April 15, 2025, the Union, Clinical Nurses of various Departments at Wilma Chan Highland hospital and Alameda Health System (AHS) met and conferred regarding Specialty Pay.

AHS and SEIU-1021 concluded the meet and confer regarding the above referenced matter on April 29, 2025.

On April 29, 2025, AHS and the Union mutually agreed upon a list of Specialty Certifications. Please see below.

Pursuant to this Article, “Employees in the classification of Clinical Nurse II and Clinical Nurse III, and effective 3/25/07, Clinical Nurse II 24/7 Unit and Clinical Nurse III 24/7 Unit, who are regularly scheduled to work sixteen hours or more per week and exclusive and SAN's” qualify subject to fulfilling the requirements as outlined in this Article.

**List of Specialty Certifications:**

- AACN (CCRN) Critical Care
  - ICU
  - PACU
- AACN (PCCN) Progressive Care
  - Step Down
  - Telemetry
- AACN (CNL) Clinical Nurse Leader
  - Applicable only to Clinical Nurse III
- Accredited Case Manager (ACM/ACMA)
  - Care Management
- Association of Rehabilitation Nurses (ARN) Certified Rehabilitation RN
  - Rehab
- American Board of Perianesthesia Certification (CPAN)
  - PACU
- Ambulatory Care Nursing Certification (AMB-BC)
  - Ambulatory
- ANCC Psychiatric & Mental Health Nursing Certification (PMH-BC)
  - Psych
- ANCC Informatics Nursing Certification
  - Only for Informatics
- ANCB Certified Addictions Registered Nurse (CARN)
  - Bridge Clinic
- Certified Diabetes Care and Educational Specialist (CBDCE)-
  - Chronic Care Clinic
- Certified Perioperative Nurse (CNOR)
  - Operating Room
- Perianesthesia Nurse (CAPA)
  - ISSU
  - GI
  - Dental Clinic
  - OMG procedure clinic
  - Same Day Surgery
- Emergency Nurse ENA (CEN)
  - ED
- ANCC Gerontological Nursing Certification (GERO-BC)
  - SNF
- Inpatient Obstetric Nursing (RNC-OB)
  - L&D
- Low Risk Neonatal Intensive Care Nursing (RNC-LRN)
  - NICU

- Transition Nurse
  - Maternal Newborn Nursing (RNC-MNN)
- Post-Partum
- K-6/OMG
- Ambulatory for Ob/Gyn areas
  - Medical Surgical Nurse (AMSN)
- Med Surg
  - MICN
  - Midwife Sonography Certification (ARDMS)
  - Registered Cardiovascular Invasive Specialist (RCIS)
- Interventional Services/Cath Lab
  - Vascular Access Board Certified (VACC)
  - Wound, Ostomy and Continence Nursing Certification Board (WOC)
  - The Certified Transport Registered Nurse (CTRN)
    - Transfer Center RN
  - ANCC Nurse Executive Board Certification
    - Transfer Center

AHS looks forward to working together to review and consider any changes or additions to this list during future open contract negotiations.

### Process and Compensation:

**Prior to January 1, 2025:** If an employee(s) acquired a specialty certification that is outlined in the list of certifications referenced herein *prior to January 1, 2025*, the employee(s) shall receive a one-time 3% premium pay above the current salary, regardless of the number of additional specialty certifications acquired, *effective January 5, 2025*. The Specialty Certification should be *active*, and the Employee must submit proof of such specialty certification to their Unit Manager/Designee for them to receive such compensation.

**January 1, 2025 - Effective date of execution of this agreement:** If an employee(s) acquired a specialty certification that is outlined in the list of certifications referenced herein *between January 1, 2025, until the date of execution of the agreement*, the employee(s) shall receive a one-time 3% premium pay above the current salary, regardless of the number of additional specialty certifications acquired. The date of completion must be clearly indicated on the Specialty Certification. The Employee must present proof of such specialty certification to their Unit Manager/Designee for them to receive such compensation. *The beginning of the pay period following the date of completion indicated on the Specialty Certification, shall be the effective date of the 3% premium pay.* Employee will receive retro-pay effective the pay period following the date of completion indicated on the Specialty Certification.

**After the execution of the agreement:** If an employee(s) acquired a specialty certification that is outlined in the list of certifications referenced herein *after the date of the execution of this agreement*, the employee(s) shall receive a one-time 3% premium pay above the current salary, regardless of the number of additional specialty certifications acquired. *The effective date will be the beginning of a pay period following the date upon which an employee submits proof of certification to their Unit Manager/Designee.*

It is the sole responsibility of the Employee to keep their certification up to date. AHS will not be sending expiration reminders for RN Specialty Certifications that are not listed as required on the Job Description. Any expired certifications will result in the 3% premium pay to end, until a renewed certification and PAR is resubmitted to the Human Resources Service Center for processing and no retro pay is applicable.

By signing this agreement, AHS and SEIU-1021 acknowledge their understanding and agreement of the aforementioned RN Specialty Certification agreement:

Signed by:

Dana Littlepage  
ETDE35D00BCB490...

5/27/2025

**For AHS:**

**Date:**

Signed by:

Mahnoor Shamras  
A8034FE4D72A434...

5/27/2025

**For AHS:**

**Date:**

Shane Ruiz  


5/23/25

**For SEIU-1021:**

**Date:**

Halley Darigan RN  


5/15/25

**For SEIU-1021:**

**Date:**