Drumroll Please!

**ATTENTION MERCY NURSES!**

Effective now Bridget Lovelace is your one and only Labor Representative!

We thank our interim representative, Gary Aguiar, for his time and commitment to our bargaining unit. He has been reassigned to other facilities within ONA.

Please address any issues that arise to your new labor representative!

**Kronos Issue**

Underpayments should be paid out on November 4, 2022

It was reported that underpayments from the Kronos issue that occurred should be paid out November 4, 2022. If you did not receive payment for wages owed or if you feel there is a discrepancy reach out for assistance to a steward, bargaining unit leader, or your labor representative.

The Mercy Medical Center contract does not speak specifically to the hospital plan for recovering wages from overpayments.

► Without the establishment of an agreement with the union, any repayment must be done separately from the payroll process.

► ONA will support and facilitate litigation to prevent employers from enforcing payroll deductions to repay overpayments that are not authorized by a collective bargaining agreement or letter of agreement.

► The local nurse leaders and the ONA representatives may work together to determine if entering into an agreement for payroll deductions makes sense under the circumstance.

► ONA takes the position that an employer cannot ask or enter into a payroll deduction agreement with its own employees unless authorized by a collective bargaining agreement or letter of agreement.

Continued on page 2...
Advice to Nurses Affected by the Kronos Issue:

► If an employer identifies a repayment obligation, ask for clear documentation of any overpayment and an opportunity to walk through this documentation with a payroll specialist. You should be allowed to have an ONA representative present if you choose.

► Get a clear understanding from the payroll specialist on the impact on tax burden and retirement contributions.

► Ask for clear documentation that you have otherwise been correctly paid and there aren't other errors (missed meal periods that were not correctly documented, etc.)

► Consider what is an appropriate and manageable number of pay periods over which to spread any such repayment.

► Employers should offer to bear some portion of the burden of the overpayment if the overpayment is not the fault of the employees. That burden should include a prorated reduction in the amount owed (we suggest 25%).

► Members should not enter into repayment agreements unless they are satisfied that they do owe the employer for an overpayment based on the documentation they received.

► Consult with an attorney for individual advice if there are further questions.

Open Staffing Council Positions

Sign ups should be posted in affected units. Reach out to your executive team or labor representative with any questions!

Open staffing Council Positions in....

► Surgical Services: Primary Member
► Emergency Room: Primary Member
► Surg/Peds: Alternate Member
► PCU: Alternate Member
► Heart Center: Alternate Member

Meetings are held every-other month on the first Wednesday from 1430 (2:30 p.m.) to 1630 (4:30 p.m.) and are paid time.

***The next meeting is in December***

Your direct manager is responsible for covering your meeting times.

You Know It MATTERS...💪
You Know You Care...❤️
Help Make an Impact!