Multnomah County Workday Grievance Update #2

Our union met again this week with Labor Relations and Workday team members at the Multnomah County Health Department (MCHD) to follow up on the grievance filed by ONA on behalf of all ONA-represented employees over the numerous issues with Workday.

Repayment of Overpayments

Recently, many employees received emails notifying them that they had been overpaid for pay period 1/1/19-1/15/19 with different payment options to repay the County.

ONA members voiced strong disagreement and MCHD put overpayment deductions on hold until they have “a complete picture of all over and under payments” and “provide every employee whose pay will be adjusted a clear rationale, including how the adjustment is calculated, the tax implications and so forth.” Legally in Oregon, overpayments cannot be docked from pay and must be authorized by the employee. Any overpayment deductions would be pre-tax.

MCHD was unable to provide a time frame for when a comprehensive over/under payment review will be complete. They said most underpayments that were reported have been repaid which shows up on a payslip as “on demand payment for (pay period).” MCHD also reported that payment adjustments have decreased greater than tenfold between the first Workday pay period and the most recent one.

Payslips

MCHD has heard feedback that these payslips are difficult to read and reported they are looking into having custom payslips created, although this is unlikely to happen in the near future.

Payslips in Workday have retroactively been changed when adjustments are made, meaning that the payslip viewed/printed when it was initially issued may not match your current payslip in Workday. Be sure to print out your payslip as soon as it becomes available. The County has heard our concerns that this contributes to trust issues with Workday. ONA has requested historic payslips be available to employees and amended payslips have that noted.

Other Items

A timeframe for the implementation of 2018 ONA contract items including CHN market adjustment and corrections health premium should be available by the end of this week.
The problem with incorrect holiday accruals is being worked on and will hopefully be fixed by Memorial Day. We will request that no holidays shall expire in 2019, or until every nurse is assured that their accrual banks are correct.

Payroll and IT are working on fixing the countywide problem with PERS pick up. PERS also went live with their own system Jan. 1, exacerbating the problem. Calculations for PERS are done annually so there should not be any lost wages/interest.

**How to calculate wages**

Base rate + premiums (KSA premium, corrections health, lead, bilingual, longevity etc) THEN add any shift or preceptor differentials. If you get it for ALL your hours it’s added into your OT, DT. If you get it for some hours (shift, wknd, preceptor) it is added at the end. OT is (base rate + premiums) x OT rate (1.5/2.0) + differentials.

[Click here to find out more about the legal guidelines for paychecks and statements](#)