CommonSpirit’s Illegal Pay Practices

CommonSpirit (CS) continues refusing to negotiate around its illegal pay practices. It also continues to illegally pressure nurses to respond directly to their repayment demand!

Moreover, CS has not acknowledged ONA’s Demand to Bargain, or Cease and Desist letters. ONA sent a proposal via email after CS canceled directly before negotiations were to occur on Nov. 16, 2022. They initially said they would respond to this proposal by Nov. 23, 2022 — but not a word since.

To force repayment on amounts of money as not yet accounted for, explained, or reconciled is unacceptable, especially at a time when so many families already experience financial strain! ONA nurses are asking: How do these actions align with the core values of compassion, inclusion, integrity, excellence, and collaboration espoused on the CS website?

Now ONA is escalating by filing an Unfair Labor Practice (ULP) with the National Labor Relations Board (NLRB).

ONA legal counsel has been in contact with CS regarding the continued threatening demands for payroll deduction.

This is coercive and needs to stop! ONA legal has requested clarification be sent to members that CS will not deduct a single cent illegally from members.

This request for clarification was given a deadline of Friday, Dec. 9 at noon.

CS’s failure to respond further supports ONA’s assertion that CS is knowingly breaking the law and violating our contract.

ONA Continues to take the Stance 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.

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

► They 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.

► No nurses should individually authorize deductions without first seeking their own legal and financial advice. At minimum, nurses should first have a firm and consensual agreement to these payments.

Additionally, ONA members have initiated the steps for a class action lawsuit regarding these illegal processes.
Sticker Action!

On Monday, Dec. 12, in response to the demand that nurses submit authorization for removal of the “overpayment” that is alleged to have occurred, we are having a sticker day!

Wear One to Show Support for Your Coworkers!

Oregon Nurses Make A Difference

Sticker UP
MONDAY, DEC. 12
DON’T STEAL OUR HOLIDAYS!

Nurse Staffing: Share Your Story

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses. Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories.