Ongoing Kronos Payroll Struggles

On Tuesday, Dec. 20, CommonSpirit’s (CS) local human resources (HR) employees at both Mercy Medical Center (MMC) and St. Anthony Hospital (STA), and the chief nursing officer (CNO) at MMC met with ONA members and labor representatives to discuss the Kronos over and underpayments.

This meeting focused mainly upon CS apologizing for the poor roll out of communications, illegal deductions, and lack of accounting that has been given to staff. They expressed confusion related to how the illegal deductions occurred in the beginning. They agreed that communication could have “been better” and clearer to employees, and that illegal deductions would not occur if the employee did not consent to the repayment plan and deductions. Despite saying this, that same day employees received notification of a “final” warning, urging members that this was their last opportunity to take part in the “convenience of” payroll deductions.

While these communications were not shared with staff that no deduction will occur without a consent to do so, CS did confirm this in the meeting. They said that people who do not agree with the amount given for overpayment should not agree to the amount that they are to repay. They confirmed that no further action will be taken towards people who do not agree to the overpayment determined by the hospital without an accounting being provided as to how they came to the amount owed and the opportunity for members to review.

The estimate for when these numbers would be available to members probably won’t be available for staff prior to the new year. They could not confirm what it would look like for staff who had paid more back in repayment than was owed due to agreeing to repayment through payroll deduction.

CS has cited taxes as the reason for the push to resolve this year, and thus the reason for the repayment without any accounting. The inability to access this accounting prior to the new year may make it further complicated as to what the impact on taxes may be.

This supports the need for negotiations and reconciliation of amounts stated as owed, a level of forgiveness, and adjustments for taxes and retirement. It seems CS is asking their employees to absorb the financial impacts of inaccurate taxes and retirement contributions that may have occurred rather than absorbing the costs of these errors. That the corporation made these errors in the beginning due to illegally estimating wages does not seem to be being taken into account.

CS reported that they do not believe anyone is still underpaid. We disagree based upon what we are hearing from members. There is no member known who has sent a demand for payment, whom has actually been paid. There was no response to our proposal sent in November. CS said they would email something on Wednesday, Dec. 21, but nothing has been received.
We are ONA

Make sure ONA has your correct email address. scan the QR code with your phone.

Or follow this link:
www.oregonrn.org/UPDATE

BECOME A MEMBER
Contact member services via email: memberservices@oregonrn.org, or scan the QR code with your phone or go www.OregonRN.org/Apply.

Membership has benefits!

New Counseling Services

Nurses are not getting the mental health treatment they need and that’s why we’re excited to tell you about the expansion of the Oregon Wellness Program (OWP).

Licensed RNs, LPNs and CNAs from around the state can now access free counseling from providers that have professional experience providing care to health care professionals.

The program provides:

- Up to eight (8) free therapy sessions per calendar year (in-person or telehealth).
- Mental health care without a “paper trail” - your visits won’t be shared with insurance or professional boards.
- Appointments will be scheduled within three business days, whenever possible.

Nurses can request appointments directly with an OWP-affiliated provider of their choice and will be given complete privacy and confidentiality.

You can find more information at oregonwellnessprogram.org