It was reported that underpayments from the Kronos issue that occurred should be paid out Nov. 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 St. Anthony’s contract does not speak specifically to the hospital plan for recovering wages from overpayments.

► 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.

► 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.

ADVICE TO AFFECTED STAFF:

► 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.
Staffing, or lack thereof, is the hottest topic of conversation in hospitals across the country. Despite years of warnings, hospital administrators refuse to reduce their profit margins so they can recruit and retain high quality nursing staff.

We need five minutes (or less) of your time for a quick survey on what staffing is like in your unit. The multiple choice survey only has 15 questions. Results from this survey will be used to show lawmakers the extent of staffing problems across Oregon. We know that a few units are more prone to short staffing than others but need to hear from as many of you as possible.

The survey closes Nov. 16 at 5 p.m.

If you have any questions, contact ONA’s Professional Services Department at practice@oregonrn.org.

You can take the survey at oregonrn.org/2022StaffingSurvey

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

Introductory Steward Training
- Nov. 10
- Dec. 3

Grievance Handling Training
- Nov. 28

Building Power Training
- Dec. 10

www.OregonRN.org/Steward-Training