

9/21/2023
12:26PM

RNPA Proposal 12, September 21, 2023

Section 7.6 - Paychecks

a) Night Employees

The County agrees to provide paychecks for night nurses by 12:01 a.m. on payday.

b) Shortage Errors

Cash advance by the Controller's Department to cover any a shortage error in a nurse's paycheck shall be provided to the nurse within two (2) working days after written notification of discrepancy ~~by to the department's timekeeper. to Finance. The department will notify Finance within one (1) working day after verification of the shortage. This provision is to cover only those discrepancies above a net one hundred fifty dollars (\$150.00).~~ Any shortage error shall be reimbursed in a separate, itemized check.

If the County does not rectify the error in two (2) working days, ten (10) percent (%) interest shall be accrued daily on unpaid wages until the payment is received by the nurse.

~~Shortage errors of less than a net one hundred fifty dollars (\$150.00) shall be adjusted within two (2) pay periods of when the department learns of the error.~~

c) Overpayment Errors

When a net twenty-five dollar (\$25.00) or more overpayment error occurs, the nurse will repay the overpayment in the same amount and within the same number of pay periods in which the error occurred. In cases that necessitate pay back of overpayments totaling more than \$200.00, the County shall notify the Association prior to implementing repayment action.

Section 7.7 - Automatic Check Deposit

All nurses hired after the effective date of this Agreement shall be paid by automatic check deposit. By March 1, 2008 all



nurses hired prior to the effective date of this Agreement shall be paid by automatic check deposit unless the nurse certifies they do not have a bank account.