

**CRONA Membership Meetings  
December 2016**

**23.4 Correction of Payroll Errors:**

23.4.1 An underpayment in a paycheck of pay for eight (8) or more hours due to an error by the Employer shall be remedied no later than five (5) business days after the error has been reported, unless Payroll has not been able to verify the error during that time period.

23.4.2 Other underpayments and overpayments will normally be rectified on the paycheck following the detection of the error. Repayment plans may be developed by the Payroll Office if an amount to be repaid would cause a hardship to the Nurse. All repayment plans must ensure the return of the full amount prior to completion of any employment contract or termination of employment.

23.4.3 Payroll shall make diligent efforts to verify and correct any payroll errors that are reported to or otherwise become known by Payroll. If Payroll is not able to verify an error covered by Section 23.4.1 within the designated time period, the Nurse(s) who reported the error and CRONA shall be informed within the designated time period of the reasons for the delay in resolving the error.

**Retirement Matching Changes**

c. The Employer's total annual contribution to the retirement plan shall be five percent (5%) of the individual Regular Nurse's annual pension eligible earnings. In addition a Regular Nurse who makes a voluntary contribution on a before tax or after tax basis of one percent (1%), two percent (2%), three percent (3%) or four percent (4%) of pension eligible earnings will receive an additional matching contribution from the Employer equal to the Regular Nurse's contribution to the Employer's Retirement Plan. (>5 years)

3. **Effective January 1, 2017**, the Employer will match the voluntary contribution of a Regular Nurse with between five (5) and ten (10) years of retirement eligible service up to five (5) percent of pension-eligible earnings, and the Employer will match the voluntary contribution of a Regular Nurse with ten (10) or more years of retirement eligible service up to seven (7) percent of pension-eligible earnings.

d. Nurses in Relief status C shall be eligible for the five percent (5%) Employer contribution only, provided they satisfy the eligibility requirement of one (1) year of employment in which they work at least one thousand (1000) hours. After the Nurse has satisfied the eligibility requirement for each subsequent calendar year in which the Nurse works at least one thousand (1000) hours, and provided the Nurse is employed on the last day of the calendar year, the Employer will make the required contribution in April of the following year. The one (1) year eligibility requirement shall be waived for Relief C Nurses who are employed on the date of ratification of the 2010-2013 Agreement, nor shall it apply to a Nurse who changes from Regular status to Relief status C, provided that Nurse has been employed for one (1) year prior to conversion to relief status.

e. Pension eligible earnings include all earnings at the Nurse's regular hourly rate including evening and night shift differential and the straight time portion of overtime and double time, but does not include any other allowances or premiums or differentials