

## Overpayments – Attention all Members

Please be advised multiple occurrences of alleged overpayment by payroll system have occurred and continue to occur. If you are contacted by our Employer with respect to overpayment, contact our Local office as soon as possible to include us in the information. We will require the letter the Employer sent you and our Local will respond to the Employer per Article 40:

**4001** *The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:*

- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected nurse and the Union as soon as practicable;*
- (b) The proposed recovery is made in as fair and reasonable a manner as possible; and,*
- (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and the nurse.*

*In the event the nurse retires from, or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that nurse and reduce accordingly any payments that might be owing to that nurse to recover the overpayment.*

A recent award to CUPE regarding overpayments has impact on MNU members. Please contact us in this event.

