

**August 2001
HRIS Follow-up Task Report**

Return completed document to Judy.Thai@ucop.edu by August 30, 2001

ITEM #: <u>8</u>	Enhance the data related to union and dues participation (21.1)
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Team #: <u>3</u>	Reported by: Maria Olegario and Mabel Lai
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Definition Statement:

21.1 Maintain union and bargaining unit information

There are two possible ways to accomplish this requirement.

The first way would be: write programs based on existing fields in the database to provide the information described in Appendix H, 21.1

The second way would be: build a new table with multiple rows per employee,

- a) Unit entry date - new field, derived by the system based on the title code and/or appointment representation code changes
- b) Unit seniority date - existing field in PPPLSC (regular hours update date)
- c) Dues/agency fees/conscious objector donation direction - existing field in PPPDUE
- d) Eligibility for representation - new field, derived by the system, based on if dues or agency fees are present then eligible for representation
- e) Voting eligibility - new field, derived by the system, based on if dues are present then eligible for voting
- f) Title unit code - existing field in PPPAPP

New functionality, high analyst, new table, new fields, logic coding, maintain history and reporting.

Re-engineering Required? Y/N: N

Size/Scope (person months)	Small < 1 month	Medium 1-3 months	Large 3-6 months	Extra Large > 6 months	Super Size > 1 Year
Requirements Definition & Development			First Second		
Programming		First Second			
Campus Implementation		First Second			

Comments/Risk Factors:

Need to determine from bargaining units if all unions agree on the same eligibility requirements.

The second way will provide easy access for adhoc reporting.