

Service Request 80415
UAW, AFSCME, and CUE Dues Processing Modifications
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Human Resources and Benefits
Information Systems Support
Office of the President

1.0 Overview

Labor Relations has requested that changes be made to the UAW, AFSCME, and CUE dues processes so that dues in the affected bargaining units are deducted according to the following rules:

- the system should assess dues based on unit earnings only;
- dues should resume when a former dues-paying employee returns to the unit, regardless of whether the interim appointment was a non-represented position or a covered position in another unit;
- in the event of separation, dues should be retained on the employee record for 61 months. If the employee is rehired or reappointed, the dues should be reinstated, regardless of whether the employee has a current or future appointment in the unit. Once reinstated, dues should be assessed on unit earnings only;

2.0 General Strategies

The long-term strategy for handling union dues involves the development of one generic union dues process that will apply to all bargaining units. In this generic process, union dues will be assessed on within unit earnings only, and there will be a number of present or future variables that will be optional for each bargaining unit. These variables will include:

- dues continuation when an employee moves to uncovered positions
- dues retention in the event of separation, and if so, for how many months
- multi-unit link functionality (in the case of multiple units represented by the same union)

This generic union dues process is currently in the preliminary stages of planning and development. However, where appropriate, programmers should take this strategy into account when implementing immediate modifications to individual union dues processes.

3.0 Current Processes

Release 1339 limited union deductions for the BX unit to within unit earnings only. For BX employees, dues deductions are blocked when the employee leaves the unit and moves to a non-represented position, and then resumed if the employee moves back into the BX unit. If the employee moves from a BX position to a covered position in another unit and then returns to the BX unit, dues do not resume. Rather, the employee is assessed agency fees and must re-authorize deductions. Release 1438 extended this same limitation to dues to the NX (CNA) bargaining unit.

Currently, AFSCME and CUE dues continue at the same rate when an employee moves out of the bargaining unit to a non-represented position.

Release 734 originally enabled the retention of IX (AFT) employee dues data in the case of separation. In this process, dues are retained for a 25 month period after explicit or I4 separation. Upon rehire or reappointment, the AFT dues are reinstated if the employee has a present or future appointment in the IX unit. If there is no present or future appointment in the unit, the dues are cleared from the employee record. In this event, the employee must re-authorize AFT dues if she is later appointed to an IX position. Release 1352 extended this same dues retention process to the BX (UAW) bargaining unit, with a retention period of 61 months.

Currently, neither AFSCME nor CUE dues are retained on the employee record after separation.

4.0 Proposed Processes

4.1 Within unit earnings

The current functionality restricting deductions to within unit earnings should be modified so that dues are reactivated when a former dues-paying employee returns to the unit, regardless of whether the interim appointment was a non-represented position or a covered position in another unit.

For example, the following scenarios should both result in the resumption of UAW dues based on unit earnings only:

- a BX dues payer moves to a non-represented ('99') position, then returns to a represented BX position
- a BX dues payer moves to a covered position in another bargaining unit then returns to a BX position

This modified "within unit" earnings dues process should be applied to UAW, AFSCME, and CUE bargaining units.

4.2 Dues Retention

The current dues retention process should be modified so that, if an employee is rehired or reappointed within a certain number of months after separation (as set in the Bargaining Unit Table's 'UDUE Retention' field), the dues should be reinstated regardless of whether the employee has a current or future appointment in the unit. Per the "within unit earnings" restriction, reinstated dues should then only be assessed on earnings in the unit.

If an employee has not been rehired or reappointed within the specified time frame, the system may purge the employee's union dues entry.

This modification to the dues retention process should be applied to UAW, AFSCME, and CUE bargaining units. For AFSCME (EX, SX, K7) and CUE (CX) units, the 'UDUE Retention' field in the Bargaining Unit Table should be set to '61'.

In order to maintain consistent application of this functionality across bargaining units, the programmer may, at his or her discretion, apply this modification to other bargaining units currently retaining dues (IX, NX).