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OFFICE OF THE SENIOR VICE PRESIDENT —
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Re:	Release:	1500
	Service Request:	80503
	Error Reports:	None
	Programs:	PPP495
	Copymembers:	None
	Include Members:	None
	DDL Members:	None
	Bind Members:	None
	CICS Maps:	None
	Forms:	None
	Table Updates:	None
	Urgency:	Date Mandated (See Timing of Installation)

Service Request 80503

Program PPP495 produces a standardized report and data file reflecting deductions and associated base earnings for all specified Bargaining Unit Codes. Currently, the reported "base earnings" are in the form of either dollars or hours as dependent on the bargaining unit's directed deduction basis. That is, the reporting process displays either earnings dollars (unit/non-unit) or hours (unit/non-unit) depending on the "Base" code value of the dues deduction GTN entry. The GTN entries for CNA dues and agency fees (GTN 077, GTN 460) both have a blank "Base" field value ("Regular Hours Only"), which dictates the display of unit hours rather than earnings dollars on the Union Deduction File and associated report. All other bargaining units display earnings dollar amounts.

Service Request 80503 asks that PPP495 be modified so that both earnings dollar amounts and hours are included in the reporting process. To perform this function, consider the following GTN Table "BASE" code values that are available to direct whether earnings dollars or hours are used for Dues/Agency Fee deduction reporting:

- "T" (Total Gross)
- "F" (FICA Gross)
- "R" (Retirement Gross)
- "S" (State Gross)
- "W" (Federal Gross)
- "X" (Special Retirement Gross)
- "Z" (PTA Gross)
- "G" or blank (Regular Hours)
- "H" (Regular plus Overtime Hours).

Currently, PPP495 uses one accumulation field for Unit Earnings Base and one field for Non-Unit Earnings Base. Then, depending on the GTN Base code, it will either add the applicable earnings dollars into the accumulator (i.e., either Unit or Non-

unit) or add the applicable hours into the accumulator. With the release modifications, PPP495 will now establish two accumulators, one for hours and one for dollars, for each type of earnings (i.e., Unit and Non-unit earnings).

PPP495 will be changed so that if the GTN Base indicates a type of dollar accumulation and the specific PAR distribution being examined is eligible, then, in addition to the distribution earnings gross being added to the dollar accumulator, the associated hours (unless the entry is a retroactive rate adjustment) will be added to the hours accumulator. Conversely, when the GTN Base indicates an hour accumulation basis and the specific PAR distribution being examined is eligible, then, in addition to the distribution hours being added to the hours accumulator, the associated dollar amount will be added to the dollar accumulator.

The Standard Union Deduction report, PPP4951, has been modified to include earnings dollars and hours for both Unit and Non-unit report categories.

The Union Deduction File will also include earnings dollars and hours for both Unit and Non-unit report categories. The revised format of this file is identified in the release documents as the "Union Deduction File Record Layout".

Programs

PPP495

Program PPP495 has been modified to accumulate earnings dollar and hours totals for each applicable Bargaining Unit as follows:

1. When the GTN table Base Code is "T", if the DOS table Total Gross Indicator is not zero, the Earnings Gross is multiplied times the DOS table Total Gross Indicator (1, 0, or -1) before being added to the Base Dollar Total (i.e., Unit or Non-unit, as applicable). Additionally, if the earnings' Rate Adjustment Indicator (RAI) is not "A" and the DOS table Hours Code is either R (regular) or O (Overtime - non-premium), the earnings hours are added to the Base Hours Total (i.e., Unit or Non-unit, as applicable).
2. When the GTN table Base Code is "W", the Earnings Gross is multiplied times the DOS table Primary FWT Indicator before being added to the Base Dollar Total. Note that when the Primary FWT Indicator is zero, the Secondary is used. If the DOS table Primary (or Secondary, as applicable) FWT Gross Indicator is not zero and the earnings' RAI is not "A", the earnings hours are added to the Base Hours Total as long as the DOS table Hours Code is either R or O.
3. When the GTN table Base Code is "S", the Earnings Gross is multiplied times the DOS table Primary SWT Indicator before being added to the Base Dollar Total. When the Primary SWT Indicator is zero, the Secondary is used. If the DOS table Primary (or Secondary, as applicable) SWT Gross Indicator is not zero and the earnings' RAI is not "A", the earnings hours are added to the Base Hours Total as long as the DOS table Hours Code is either R or O.
4. When the GTN table Base Code is "F", the Earnings Gross is multiplied times the DOS table FICA Gross Indicator before being added to the Base Dollar Total. If the DOS table FICA Gross Indicator is not zero and the earnings' RAI is not "A", the earnings hours are added to the Base Hours Total as long as the DOS table Hours Code is either R or O.
5. When the GTN table Base Code is "R" or "X", the Earnings Gross is multiplied times the DOS table UCRS Gross Indicator before being added to the Base Dollar Total. If the DOS table UCRS Gross Indicator is not zero and the earnings' RAI is not "A", the earnings hours are added to the Base Hours Total as long as the DOS table Hours Code is either R or O. Note that when the employee's Retirement Plan Code is other than "U", "B", or "1", the PERS Gross Indicator will be used rather than the UCRS Gross Indicator.
6. When the GTN table Base Code is "Z", the Earnings Gross is added to the Base Dollar Total as long as the DOS table Hours Code is R (regular) and the Pay Category is N (normal). If this DOS eligibility is met, and the earnings' RAI is not "A", the earnings hours are added to the Base Hours Total.

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7. When the GTN table Base Code is "H" (hours), the Earnings Hours are added to Base Hours Total as long as the DOS table Hours Code is R (regular) or O (Overtime – non-premium) and providing that the earnings' RAI is not "A". Regardless of the value of the RAI, the Earnings Gross is added to the Base Dollar Total as long as the DOS table eligibility is met.
8. When the GTN table Base Code is "G" (regular hours) or blank, the Earnings Hours are added to Base Hours Total as long as the DOS table Hours Code is R (regular) and providing that the earnings' RAI is not "A". Regardless of the value of the RAI, the Earnings Gross is added to the Base Dollar Total as long as the DOS table eligibility is met.

The accumulated Base Dollar Totals and Base Hour Totals (Unit and Non-unit) are displayed on the PPP4951 report are included on the Union Deduction File.

Test Plan

A complete test plan is provided with this release. Campuses are encouraged to use the base system test materials in addition to performing any other desired local tests.

Installation Instructions

Installation Instructions are provided as a separate document.

Timing of Installation

The installation of this release is necessary to comply with the NX (CNA) unit's request for earnings data. **This release is Date Mandated and must be implemented for July's Month-end processing to be run in early August. However, due to the revised record structure of the Union Deduction File, installation of this release must not occur until after Month-end processing for June has been completed.** That is, these files are transferred to UCOP for consolidation with other campuses and therefore, this installation must be coordinated with UCOP. Also refer to Installation Instructions.

Please address questions or comments via electronic mail to Jim.Tuohig@ucop.edu or call (510) 987-0741.

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cc: Jerry Wilcox