

SR 80606: Non-Senate Faculty UCRP Eligibility at 750 Hours

August 28, 2003

FINAL

Background

The most recent contract with the Non-Senate Faculty (NSF) unit, effective June 30, 2003, provides for members of this unit who do not otherwise qualify for UCRP membership on the basis of appointment to become UCRP members when the employee has worked 750 hours in a 12 month period. This provision is modeled after the changes made under the project to change UC policies for temporary employment, which resulted in PPS Release 1313 to generate UCRP membership at 1000 hours.

EDB Monthly Maintenance

The following modification to PPS EDB monthly maintenance will be required to trigger the FICA/Retirement derivation process for employees in the unit at 750 hours.

1. After the hours for the last twelve months have been totaled, if the employee does not meet the 1000 hour eligibility, check if:
 - a. The hours total is 750 or greater, and
 - b. The employee holds a current appointment, or one which will become active in the current (new) month, with Title Unit Code = IX (EDB 2029) and Appointment Representation Code = C (EDB 2031).

EDB Explicit Maintenance

The rehire process must be modified to include the check for employees who may have retirement eligibility from past service. When a Rehire Action (Personnel Action Code (EDB 0001)) of '02' is used:

- The hours Toward Benefits Eligibility for the 12 months prior to the month of hire should be totaled. If the total is equal to or greater than 750 AND the employee is being rehired into an appointment with unit = 'IX' and AREP = 'C', the FICA/ retirement derivation should be triggered.
- As with employees rehired with 1000 hours, if the FICA/Retirement Derivation Indicator is 'N' or 'R', no derivation should be performed, otherwise the number of hours should be considered in the derivation process.

Reporting

Two new reports are required to reflect Unit 18 employees approaching 750 hours and those employees who have reached the 750 hour threshold and have been enrolled in UCRP. The reports should mirror the reports developed for Release 1313 except for the number of hours being reported on.

For the report of Unit 18 employees approaching 750 hours, campuses should have the ability to set the threshold at which the employee is to be displayed on the report. Like Release 1313, it is desired that a second system parameter be designated for this purpose.

Report 1 – NSF EMPLOYEES WITH 750 HOURS – ELIGIBLE FOR BENEFITS

Report 2 – NSF EMPLOYEES APPROACHING 750 HOURS TOWARD BENEFITS ELIGIBILITY

Timing

PPS Modifications must be in place for Monthly Periodic Maintenance to begin February 2004.