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Re:	Release:	1568
	Service Request:	80832
	Error Reports:	None
	Programs:	PPP495
	Copymembers:	None
	Include Members:	None
	DDL Members:	None
	Bind Members:	None
	CICS Maps:	None
	Forms:	None
	Table Updates:	System Message Table
	Urgency:	Date Mandated (See Timing of Installation)

Service Request 80832

This service request is a companion to Service Request 80782 (refer to Release 1561) which modified the calculation structure for CNA (“NX”) dues and agency fee deductions. This current Service Request (i.e., 80832) requires that the Unit Hourly Rate used in the revised CNA deduction calculation be reported to CNA via the standard Union Deduction File. To fulfill this requirement, program PPP495 has been modified to derive the CNA average Unit Hourly Rate and to include this value on both the Union Deduction File as well as the associated PPP4951 Standard Union Deduction Report. Note that report PPP4951 is an “in house” report only and is not, and should not, be supplied to any collective bargaining agency. That is, only the Union Deduction File is remitted to these outside agencies.

The revised format of the Union Deduction File is identified in the release documents as the “Union Deduction File Record Layout”. For units other than “NX” (CNA), the new Unit Hourly Rate field will contain a blank (zero) value.

Programs

PPP495

Program PPP495 produces a standardized union report and data file reflecting deductions and associated base earnings for all specified Bargaining Unit Codes.

PPP495 has been modified so that during the development of base hours and base earnings, if the Title Unit Code (TUC) being processed is “NX” (i.e., CNA), a special CNA “average” hourly rate will be developed. This new Unit Hourly Rate will be developed and recorded on the report and data file only for Current Activity type PARs. That is, for Cancellation, Overpayment, and Hand-drawn Check PAR activity, the new Unit Hourly Rate field will contain a blank (zero) value.

The Unit Hourly Rate will be developed as follows and mirrors the same development process used by PPP400 as the basis of the current deduction:

1. When all the eligible earnings (DOS “regular pay” attributes and RAI exclusions) contain the same Hourly Rate, that Hourly Rate will be used as the Unit Hourly Rate. Note, an “annualized” Hourly Rate is developed for pay period rated earnings to insure that the employee’s deduction will not vary for different pay periods. As examples, for monthly paid employees, the Hourly Rate is the Monthly Rate * 12 / 2088. For biweekly paid employees, the Hourly Rate is the Biweekly Rate / 80.
2. When varying Hourly Rates are present for eligible earnings, the Unit Hourly Rate will be the total eligible gross divided by the total eligible hours. Note, the eligible gross for pay period rated earnings is re-derived as the product of the Earnings Hours times the “annualized” Hourly Rate. In this manner, the hours dictate the relative weight of the annualized pay rates.

Once derived, the Unit Hourly Rate is placed on the associated Union Deduction File record and is also displayed on the PPP4951 report. Note that because space was not sufficient on the PPP4951 detail line to include the new Unit Hourly Rate, the detail line was reorganized. That is, the normal line space for the Prior Employee ID was removed in order that the Unit Hourly Rate be included. On the report, the Unit Hourly Rate will be identified as “Unit Rate”. Since the Prior Employee ID is not present for most employees, it will be printed only when non-blank on a separate detail line (identified as “Prior ID: ”).

Table Updates

System Message Table

A delete transaction for message 01-911 is provided to update the System Message Table. This message was removed from active logic in the associated CNA deduction release (Release 1561).

Test Plan

A complete test plan is provided with this release. Campuses are encouraged to use the base system test materials, as well as 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 reporting requirements of the NX (CNA) unit’s revised deduction calculation. **This release is Date Mandated and must be implemented for April’s Month-end processing to be run in early May. The record structure of the Union Deduction File has been revised to include the release added Unit Hourly Rate.** 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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