



UC HR/BENEFITS - INFORMATION SYSTEMS SUPPORT

SR81585

SERVICE REQUEST  
UIRC 160ISS (R 01/00)

|                  |                |  |
|------------------|----------------|--|
| DATE<br>07/13/06 | DATE/CYCLE DUE | ESTIMATE REQUIRED?<br><input type="checkbox"/> YES <input type="checkbox"/> NO |
|------------------|----------------|--|

|  |                                      |
|--|--------------------------------------|
| PERSON AUTHORIZING REQUEST:<br>Michael O'Neill | SYSTEMS CONTACT:<br>Abdul Abdurahman |
| DEPARTMENT:<br>HR/BENEFITS                     | RECHARGE NO.:                        |
| REQUESTOR:<br>Abdul Abdurahman                 | SYSTEMS/FILES/PROGRAMS:<br>PAYROLL   |

RETRIEVAL/SYSTEM MODIFICATION: (Description of Request)  
**Payroll Deduction for California Nurses Association (CNA)/BRT Table Update . See attached.**

**PRODUCTION RUN**

|        |                               |   |  |
|--------|-------------------------------|---|--|
| SYSTEM | EFFECTIVE DATE OF INFORMATION | TYPE OF RUN:<br><input type="checkbox"/> RERUN <input type="checkbox"/> ADD'L | TYPE OF OUTPUT:<br><input type="checkbox"/> REPORT <input type="checkbox"/> EXTRACT FILE <input type="checkbox"/> LABELS |
|--------|-------------------------------|---|--|

**RETRIEVAL/PRODUCTION RUN**

DISTRIBUTION OF OUTPUT INSTRUCTIONS (FOR RETRIEVAL REQUESTS, INCLUDE LONG TERM FILE RETENTION INSTRUCTIONS IF APPROPRIATE)

**IR&C USE ONLY**

R  NR  IM STAFF \_\_\_\_\_ TO:  RET  CORP SYS  M&O  PAYROLL  PRODUCTION CONTROL

|               |                  |                |              |                        |                    |                    |          |
|---------------|------------------|----------------|--------------|------------------------|--------------------|--------------------|----------|
| DATE RECEIVED | REVISED DUE DATE | DATE COMPLETED | COMPLETED BY | COMPUTING TIME/CHARGES | STAFF TIME/CHARGES | BILLING NO         | JOB NAME |
|               |                  |                |              |                        |                    | PRODUCTION CONTROL |          |

COMMENTS:

|                      |                 |                   |  |                             |
|----------------------|-----------------|-------------------|--|-----------------------------|
| ESTIMATE INFORMATION | COMPLETION DATE | STAFF HOURS<br>\$ | ESTIMATED COSTS<br>COMPUTING COSTS<br>\$ | ESTIMATED TOTAL COSTS<br>\$ |
|----------------------|-----------------|-------------------|--|-----------------------------|

**APPROVAL TO PROCEED**  (SIGNATURE)

BASED ON ESTIMATE (NAME, TITLE, ADDRESS)

Service Request 81585 (Final)

**CALIFORNIA NURSES ASSOCIATION (CNA) PAYROLL DEDUCTION  
STRUCTURE CHANGE, JULY 2006**

**Introduction**

Payroll deductions for the California Nurses Association (CNA), which is the exclusive representative for employees in the "NX" (Registered Nurses) bargaining unit, is currently maintained on Gross-to-Net tables:

GTN 077 – DUES (all campus locations except UCSC)  
GTN 075 – DUES (UCSC, only)  
GTN 460 – AGENCY FEES (all campus locations)  
GTN 506 – PEDIATRIC AIDS (CHARITY) (all campus locations)  
GTN 507 – KOMEN FOUNDATION (CHARITY) (all campus locations)  
GTN 508 – OXFAM (CHARITY) (all campus locations)

CNA has requested that the University implement changes to its currently established dues, agency fee and related charity deductions rate structure effective July 1, 2006.

**Background**

Release 1561 provided programming and established a unique mechanism in PPS to accommodate the processing of CNA dues, agency fee and related charities based on a formula that reflects the following deduction structure:

- Monthly dues for employees working more than 30% of available pay period hours are assessed 2.2 times their hourly pay rate, up to a specified dollar maximum (cap) per month; employees working 30% or less are assessed a flat dollar (reduced deduction) amount.
- For employees paid biweekly or semi-monthly, the system adjusts for and derives the multiplier, cap and flat dollar amount proportionately.
- Agency fee and related charities are calculated using the same formula as dues but with a reduced calculator (BRT deduction percent), cap and flat dollar amount as specified.

**Modifications Requested**

Based on the PPS mechanism provided in Release 1561, CNA's requested changes may be implemented by making Control Table changes per the attached sample BRT entries. No program modifications are required.

It is requested that the BRT update transactions be made available to campuses electronically so that locations can process the necessary local updates effective with July 2006 earnings. While this request isn't in time to make the BW/SM payroll with the 7/15/06 pay period end date, it should be implemented as soon as possible in July.

Outlined in the flower box, below, is the payroll deduction structure CNA expects to be in place following implementation of their requested changes.

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**Dues:**

Monthly > 30% 2.2 \* Base Hourly Pay Rate with the cap increasing from \$84.15 to 89.52;

Monthly 30% or less hours worked, the flat rate increases from \$42.08 to 44.76

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Biweekly [1] > 30% 1.015 \* Base Hourly Pay Rate with the cap increasing from \$38.84 to \$41.32 per pay period;

Biweekly [2] 30% or less hours worked, the flat rate increases from \$19.42 to \$20.66 per pay period

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Semi-monthly > 30% 1.1 \* Base Hourly Pay Rate with the cap increasing from \$42.08 to \$44.76 per pay period;

Semi-monthly 30% or less hours worked, the flat rate increases from \$21.04 to \$22.38 per pay period.

[1] Deducted each pay period

[2] Deducted each pay period

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**Agency Fee/Charities**

Monthly > 30% reduce the calculator from .939 to  $.9237 * 2.2 * \text{Base Hourly Pay Rate}$  with the cap increasing from \$79.02 to \$82.69;

Monthly 30% or less hours worked, the flat rate increases from \$39.51 to \$41.24 per pay period

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Biweekly > 30% reduce the calculator from .939 to  $.9237 * 1.015 * \text{Base Hourly Pay Rate}$  with the cap increasing from \$36.47 to \$38.17 per pay period;

Biweekly 30% or less hours worked, the flat rate increases from \$18.23 to \$19.08 per pay period

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Semi-monthly > 30% reduce the calculator from .939 to  $.9237 * 1.1 * \text{Base Hourly Pay Rate}$  with the cap increasing from \$39.51 to \$41.34 per pay period;

Semi-monthly 30% or less hours worked, the flat rate increases from \$19.75 to \$20.62 per pay period.

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**Payroll Coordination**

**July 13, 2006**



**BENEFITS RATES TABLE  
GROSS-TO-NET RATES/AMOUNTS  
FORMAT 001 & 002 & 003  
UPAY712 (R04/04) R1561**

*Attachment, SR 81585  
page 1 of 3*

| A/D | 1 | 2  | 3 | 4  | 6 | GTN NO | 10 | 18 |
|-----|---|----|---|----|---|--------|----|----|
|     |   | 14 |   | 00 | 1 |        | *  | *  |
|     |   | 14 |   | 00 | 1 |        | *  | *  |
|     |   | 14 |   | 00 | 1 |        | *  | *  |
|     |   | 14 |   | 00 | 1 |        | *  | *  |

| BUC | 61 | 62 | REP | 63 | S | 64 | H | 65 | D | 66 | U | 67 | C | 68 | EFFECTIVE DATE |
|-----|----|----|-----|----|---|----|---|----|---|----|---|----|---|----|----------------|
|     |    |    |     |    |   |    |   |    |   | 66 |   |    |   |    | MM DD YY       |
|     |    |    |     |    |   |    |   |    |   |    |   |    |   |    | 71             |

A percentage should be entered with the integers prior to the implied decimal; for example, 15% should be entered as 00015.0000.

| A/D | 1 | 2  | 3 | 4  | 6 | 7 | 9 | 10 | 18 | 19 | 27 | 28 | 36 | 37 | 45 |
|-----|---|----|---|----|---|---|---|----|----|----|----|----|----|----|----|
|     |   | 14 |   | 00 | 2 |   |   | *  | *  | *  | *  | *  | *  | *  | *  |
|     |   | 14 |   | 00 | 2 |   |   | *  | *  | *  | *  | *  | *  | *  | *  |
|     |   | 14 |   | 00 | 2 |   |   | *  | *  | *  | *  | *  | *  | *  | *  |
|     |   | 14 |   | 00 | 2 |   |   | *  | *  | *  | *  | *  | *  | *  | *  |

| BUC | 61 | 62 | REP | 63 | S | 64 | H | 65 | D | 66 | U | 67 | C | 68 | EFFECTIVE DATE |
|-----|----|----|-----|----|---|----|---|----|---|----|---|----|---|----|----------------|
|     |    |    |     |    |   |    |   |    |   | 66 |   |    |   |    | MM DD YY       |
|     |    |    |     |    |   |    |   |    |   |    |   |    |   |    | 71             |

| A/D | 1 | 2  | 3 | 4  | 6 | 7   | 9 | 10 | 18 | 19         | 27         | 28         | 36 | 37 | 45 | 46 | 54 |
|-----|---|----|---|----|---|-----|---|----|----|------------|------------|------------|----|----|----|----|----|
| C   |   | 14 |   | 00 | 3 | 077 |   | *  | *  | 00089.5200 | *          | 00044.7600 | *  | *  | *  | *  |    |
| C   |   | 14 |   | 00 | 3 | 460 |   | *  | *  | 00089.5200 | 00000.9237 | 00044.7600 | *  | *  | *  | *  |    |
| C   |   | 14 |   | 00 | 3 | 506 |   | *  | *  | 00089.5200 | 00000.9237 | 00044.7600 | *  | *  | *  | *  |    |
| C   |   | 14 |   | 00 | 3 | 507 |   | *  | *  | 00089.5200 | 00000.9237 | 00044.7600 | *  | *  | *  | *  |    |

| BUC | 61 | 62 | REP | 63 | S | 64 | H | 65 | D | 66 | U | 67 | C | 68 | EFFECTIVE DATE |
|-----|----|----|-----|----|---|----|---|----|---|----|---|----|---|----|----------------|
|     |    |    |     |    |   |    |   |    |   | 66 |   |    |   |    | MM DD YY       |
|     |    |    |     |    |   |    |   |    |   |    |   |    |   |    | 71             |
|     |    |    |     |    |   |    |   |    |   |    |   |    |   |    | 080106         |
|     |    |    |     |    |   |    |   |    |   |    |   |    |   |    | 080106         |
|     |    |    |     |    |   |    |   |    |   |    |   |    |   |    | 080106         |
|     |    |    |     |    |   |    |   |    |   |    |   |    |   |    | 080106         |

|              |       |              |       |
|--------------|-------|--------------|-------|
| PREPARED BY: | DATE: | APPROVED BY: | DATE: |
|--------------|-------|--------------|-------|

RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

*\*The applicable dues GTN for UCSC = 075*

*Revised 2/1/06*



**BENEFITS RATES TABLE  
GROSS-TO-NET RATES/AMOUNTS  
FORMAT 001 & 002 & 003  
UPAY712 (R04/04) R1561**

*Attachment, SR 81585  
Page 2 of 3*

| A/D | 1 | 2 | 3 | 4  | 6   | GTN NO | 10 | 18 | RATE / AMOUNT |
|-----|---|---|---|----|-----|--------|----|----|---------------|
|     |   |   |   | 14 | 001 |        | *  | *  |               |
|     |   |   |   | 14 | 001 |        | *  | *  |               |
|     |   |   |   | 14 | 001 |        | *  | *  |               |
|     |   |   |   | 14 | 001 |        | *  | *  |               |

A percentage should be entered with the integers prior to the implied decimal; for example, 15% should be entered as 00015.0000.

| BUC | REP | S  | D  | EFFECTIVE DATE |
|-----|-----|----|----|----------------|
| 61  | 62  | 63 | 64 | MM DD YY       |
|     |     |    |    | 66 71          |

| A/D | 1 | 2 | 3 | 4  | 6   | 7 | 9 | 10 | 18 | 19 | 27 | 28 | 36 | 37 | 45 | RATE / AMOUNT | CAP | CAP2 | CAP GROSS |
|-----|---|---|---|----|-----|---|---|----|----|----|----|----|----|----|----|---------------|-----|------|-----------|
|     |   |   |   | 14 | 002 |   | * | *  | *  | *  | *  | *  | *  | *  | *  |               |     |      |           |
|     |   |   |   | 14 | 002 |   | * | *  | *  | *  | *  | *  | *  | *  | *  |               |     |      |           |
|     |   |   |   | 14 | 002 |   | * | *  | *  | *  | *  | *  | *  | *  | *  |               |     |      |           |
|     |   |   |   | 14 | 002 |   | * | *  | *  | *  | *  | *  | *  | *  | *  |               |     |      |           |

| BUC | REP | S  | D  | EFFECTIVE DATE |
|-----|-----|----|----|----------------|
| 61  | 62  | 63 | 64 | MM DD YY       |
|     |     |    |    | 66 71          |

| A/D | 1 | 2 | 3 | 4  | 6   | 7   | 9 | 10         | 18         | 19         | 27 | 28 | 36 | 37 | 45 | 46 | 54 | RATE / AMOUNT | CAP | DEDUCTION PERCENT | REDUCED DEDUCTION AMOUNT | THRESHOLD PERCENT |
|-----|---|---|---|----|-----|-----|---|------------|------------|------------|----|----|----|----|----|----|----|---------------|-----|-------------------|--------------------------|-------------------|
| C   |   |   |   | 14 | 003 | 508 | * | 00089.5900 | 00000.9937 | 00044.7600 | *  |    |    |    |    |    |    |               |     |                   |                          |                   |
| C   |   |   |   | 14 | 003 | 460 | * | 00089.5900 | 00000.9937 | 00044.7600 | *  |    |    |    |    |    |    |               |     |                   |                          |                   |
| C   |   |   |   | 14 | 003 | 506 | * | 00089.5900 | 00000.9937 | 00044.7600 | *  |    |    |    |    |    |    |               |     |                   |                          |                   |
| C   |   |   |   | 14 | 003 | 507 | * | 00089.5900 | 00000.9937 | 00044.7600 | *  |    |    |    |    |    |    |               |     |                   |                          |                   |

| BUC | REP | S  | D  | EFFECTIVE DATE |
|-----|-----|----|----|----------------|
| 61  | 62  | 63 | 64 | MM DD YY       |
|     |     |    |    | 66 71          |
| 00  |     |    |    | 080106         |
| NXC |     |    |    | 080106         |
| NXC |     |    |    | 080106         |
| NXC |     |    |    | 080106         |

|              |       |              |       |
|--------------|-------|--------------|-------|
| PREPARED BY: | DATE: | APPROVED BY: | DATE: |
|--------------|-------|--------------|-------|

RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

*Revised 8/1/06*



**BENEFITS RATES TABLE  
GROSS-TO-NET RATES/AMOUNTS  
FORMAT 001 & 002 & 003  
UPAY712 (R04/04) R1561**

*Attachment, SR 8158.  
page 3 of 3*

| A/D | 1  | 2  | 3 | 4 | 6 | GTN NO | 10 | 18 |
|-----|----|----|---|---|---|--------|----|----|
|     | 14 | 00 | 1 |   |   |        | *  |    |
|     | 14 | 00 | 1 |   |   |        | *  |    |
|     | 14 | 00 | 1 |   |   |        | *  |    |
|     | 14 | 00 | 1 |   |   |        | *  |    |

A percentage should be entered with the integers prior to the implied decimal; for example, 15% should be entered as 00015.0000.

| BUC | 61 | 62 | R | 63 | S | 64 | D | 65 | EFFECTIVE DATE |
|-----|----|----|---|----|---|----|---|----|----------------|
|     |    |    | P |    | C |    | U |    | MM DD YY       |
|     |    |    |   |    |   |    | C |    | 66 71          |

| A/D | 1  | 2  | 3 | 4 | 6 | 7 | 9 | 10 | 18 | 19 | 27 | 28 | 36 | 37 | 45 |
|-----|----|----|---|---|---|---|---|----|----|----|----|----|----|----|----|
|     | 14 | 00 | 2 |   |   |   |   | *  |    | *  |    | *  |    | *  |    |
|     | 14 | 00 | 2 |   |   |   |   | *  |    | *  |    | *  |    | *  |    |
|     | 14 | 00 | 2 |   |   |   |   | *  |    | *  |    | *  |    | *  |    |
|     | 14 | 00 | 2 |   |   |   |   | *  |    | *  |    | *  |    | *  |    |

| BUC | 61 | 62 | R | 63 | S | 64 | D | 65 | EFFECTIVE DATE |
|-----|----|----|---|----|---|----|---|----|----------------|
|     |    |    | P |    | C |    | U |    | MM DD YY       |
|     |    |    |   |    |   |    | C |    | 66 71          |

| A/D | 1  | 2  | 3 | 4 | 6 | 7   | 9 | 10 | 18 | 19         | 27 | 28          | 36 | 37         | 45 | 46 | 54 |
|-----|----|----|---|---|---|-----|---|----|----|------------|----|-------------|----|------------|----|----|----|
| C   | 14 | 00 | 3 |   |   | 508 |   | *  |    | 00089.5900 |    | 000002.9937 |    | 00044.7600 |    | *  |    |
|     | 14 | 00 | 3 |   |   |     |   | *  |    | *          |    | *           |    | *          |    | *  |    |
|     | 14 | 00 | 3 |   |   |     |   | *  |    | *          |    | *           |    | *          |    | *  |    |
|     | 14 | 00 | 3 |   |   |     |   | *  |    | *          |    | *           |    | *          |    | *  |    |

| BUC | 61 | 62 | R | 63 | S | 64 | D | 65 | EFFECTIVE DATE |
|-----|----|----|---|----|---|----|---|----|----------------|
|     |    |    | P |    | C |    | U |    | MM DD YY       |
|     |    |    |   |    |   |    | C |    | 66 71          |
|     |    |    |   |    |   |    |   |    | NYC 080106     |

|              |       |              |       |
|--------------|-------|--------------|-------|
| PREPARED BY: | DATE: | APPROVED BY: | DATE: |
|--------------|-------|--------------|-------|

RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

*Revised 8/1/06*