

Created on: February 2, 2006
Last Modified on: April 19, 2006

SR81441 Requirements

AFT Dues Filter

Objective:

To modify AFT dues (for units IX and LX) so that dues are assessed per the union's request:

- If IX unit earnings and non-unit earnings are both present, IX represented dues should be assessed only on the IX in-unit earnings up to the represented cap. Otherwise, if only IX unit earnings are present, represented dues should be assessed up to the represented cap. If only non-unit earnings are present, unrepresented dues should be assessed up to the unrepresented cap.
- If LX unit earnings and non-unit earnings are both present, LX represented dues should be assessed only on the LX in-unit earnings up to the represented cap. Otherwise, if only LX unit earnings are present, represented dues should be assessed up to the represented cap. If only non-unit earnings are present, unrepresented dues should be assessed up to the unrepresented cap.

In addition, the Unit Link Indicator (on the Bargaining Unit Table) for the IX and LX units should be modified so that it is a unique value shared only by these two units.

Project Type:

This is a modification to an existing PPS process.

Requested by:

UCOP Labor Relations

Analyst:

Carrie Gatlin

Due Date(s):

This request is Urgent.

It is requested that the modification be implemented as soon as practicable. If possible, the change should be in place by May 2006.

Background:

In November 2005, The AFT (American Federation of Teachers) notified the University of their desire to change the cap for represented dues for both IX and LX members. They requested that the cap for unrepresented dues for both units remain unchanged. In addition, the union requested that employees with dual appointments and both in-unit and non-unit earnings only be assessed represented dues on the unit earnings:

In accordance with Unit 17 contract Article 11, which allows changes once each fiscal year and Unit 18 contract Article 27, which allows changes once each calendar year, the University Council-AFT is notifying the University of a revision to its dues schedule for the following:

*Dues cap for Represented Members increase to \$65.00
Dues cap for Agency Fee payers increase to \$65.00*

All other payroll dues deductions remain the same. There is no change for the unrepresented members. Their cap remains at \$55.00.

[...]

We would also like to be sure that Unit 18 members who have dual appointments and are members of their respective AFT locals only have dues withheld from their Unit 18 earnings.

(email communication, Miki Goral, Secretary-Treasurer, UC-AFT, November 25, 2005)

In subsequent communications with UC-AFT, Labor Relations confirmed that programming changes requested for the IX unit should apply to the LX unit as well.

Additionally, while researching the current processing of AFT dues, it was discovered that the IX and LX units shared the same Unit Link Indicator as the UPTE bargaining units. The Unit Link Indicator should only be shared by bargaining units represented by a single union, where the union wishes to apply a common cap across its represented units.

Current Process:

Currently, if an employee is enrolled in represented IX dues (that is, has GTN 163 established on the EDB with a non-zero G balance), and IX earnings are present on the PAR, represented dues are assessed on the IX in-unit earnings. If an employee is enrolled in unrepresented IX dues (GTN 075) and non-unit earnings are present on the PAR, unrepresented dues are taken on all earnings. The same process also applies to represented dues (GTN 378) and unrepresented dues (GTN 075) for the LX unit.

If an employee is enrolled in both represented and unrepresented dues and both unit and non-unit earnings are present on the PAR, dues are assessed in the following manner:

- represented dues are taken on the unit earnings
- unrepresented dues are taken on all earnings

The end result of this process is that dues are assessed twice on the in-unit portion of the employee's earnings.

In addition, the AFT and UPTE units are currently “linked” via a shared value in the Unit Link Indicator field on the Bargaining Unit Table. As a result of this shared Unit Link Indicator, a common cap is currently being applied across both AFT and UPTE bargaining units.

Proposed Process:

Employees will continue to enroll in dues as they currently do, and the ‘dues movement’ process (R1430) will continue to establish and remove dues without modification. It is noted that as a result of the current dues movement process, an employee may be enrolled in IX represented dues, IX unrepresented dues, or both concurrently. The same holds for the LX unit, also represented by AFT.

During the compute, for the purposes of the dues calculation and assessment only, if an employee is enrolled in at least one form of IX dues (represented or unrepresented) **and not also enrolled in Agency Fee or one of the designated charity deductions**, the system should treat this employee as if he or she had both the represented and unrepresented dues GTNs present on the EDB. Then, when the process examines the PAR for earnings, dues should be assessed in the following manner:

- If the PAR contains only IX in-unit earnings, IX represented dues should be assessed on these earnings and the IX represented cap should be applied;
- If the PAR contains only non-unit earnings, IX unrepresented dues should be assessed on all earnings and the IX non-represented cap should be applied;
- If the PAR contains a mix of both IX in-unit earnings and non-unit earnings, IX represented dues should be assessed on IX in-unit earnings only and the IX represented cap should be applied. The unrepresented dues should be bypassed entirely.

The same modification should be made for LX unit dues.

In addition, the value of the Unit Link Indicator for the IX and LX units should be modified so that these AFT bargaining units are no longer linked with the UPTE units.

Requirements:

1.0 Control Table Updates

1.1 Benefits Rates Table (BRT)

The Benefits Rates Table (BRT) should be updated to reflect the new cap for IX and LX represented dues, agency fee, and charities. For these GTNs, the system should cap the dues at \$65.00. The system should continue to cap the unrepresented dues at the current level of \$55.00.

GTN	Unit	Description	New Cap
163	IX	IX Represented Dues	\$65.00
458	IX	IX Agency Fee	\$65.00
500	IX	Spina Bifida Association of America	\$65.00
501	IX	Amnesty International	\$65.00
502	IX	Rosenberg Fund for Children	\$65.00

378	LX	LX Represented Dues	\$65.00
459	LX	LX Agency Fee	\$65.00
503	LX	Spina Bifida Association of America	\$65.00
504	LX	Amnesty International	\$65.00
505	LX	Rosenberg Fund for Children	\$65.00

1.2 Bargaining Unit Table (BUT)

Release 1524 linked the IX and LX entries on the Bargaining Unit Table (BUT) by setting the Unit Link Indicator. However, instead of setting the indicator to a value unique to the AFT bargaining units, the UPTE Unit Link Indicator, 'U', was extended to the IX and LX entries.

The Unit Link Indicator for these two units should be modified so that it is a unique value shared only by the IX and LX units.

2.0 EDB Maintenance: Dues Movement

No changes should be made to the existing dues movement processes which move an employee's dues deduction from one GTN to another.

3.0 Compute Process Changes

The dues calculation process should be modified to treat IX dues-enrolled employees as if they were enrolled in both IX represented and unrepresented dues. It is suggested that the system first identify employees who are enrolled in either IX represented dues (GTN 163) or IX unrepresented dues (GTN 075 for all locations except Santa Cruz; 077 at Santa Cruz) **and who are not concurrently enrolled in Agency Fee or one of the designated charity deductions.**

It is noted that the system allows for concurrent enrollment in IX unrepresented dues and Agency Fee. Because employees enrolled in Agency Fee with an uncovered IX appointment are not members of the bargaining unit and are not covered by the union, they should not be assessed represented dues via the process outlined here. For employees enrolled in unrepresented dues and Agency Fee or charity, no action should be taken and deductions should be calculated based on the existing logic.

If the employee is enrolled in both IX represented and unrepresented dues, the system may proceed directly to the examination of the PAR records. If the employee is enrolled in only one or the other, it is suggested that the system query the Bargaining Unit Table (BUT) for the IX bargaining unit to find the GTN associated with the represented or unrepresented dues. Then the system should temporarily enroll the employee in these dues. For example, if the employee has IX represented dues on the EDB, the system should query the Bargaining Unit Table for the IX entry to find the dues GTN for unrepresented dues. The system should temporarily enroll the employee in unrepresented dues, but only for the purposes of the immediate dues calculation. **The cap should be applied to the linked unit GTNs when they are established temporarily for the purposes of the dues calculation.**

Next, when the system examines the PAR for earnings, if the employee has only IX in-unit earnings, or a combination of IX in-unit earnings and non-unit earnings, the system should calculate IX represented dues on the IX in-unit earnings only. The system should apply the IX represented cap to these dues.

If the PAR contains only non-unit earnings for this employee, IX unrepresented dues should be calculated based on all non-unit earnings. The system should apply the IX unrepresented cap to these dues.

The same changes should be made to the process which handles 'LX' dues calculations. First the system should identify employees enrolled in either LX represented dues (GTN 378) or LX unrepresented dues (GTN 075 for all locations except Santa Cruz; 077 at Santa Cruz). Then the program should apply the same logic as defined for the IX unit above.