

Service Request 81916

CALIFORNIA NURSES ASSOCIATION (CNA) -- PAYROLL DUES/AGENCY FEE RATE CHANGE, JULY 2007

Introduction

CNA, the exclusive representative for employees in the "NX" (Registered Nurses) bargaining unit, has requested that, effective July 1, 2007, the University implement changes to the current rate of CNA dues/agency fee and related deductions based on the outline below.

BI-WEEKLY DUES RATES:

- Nurses being paid for more than 24 hours per two week pay period will be charged a maximum of \$44.20.
- Nurses being paid for 24 or fewer hours per two week pay period will be charged \$22.10.

MONTHLY DUES RATES:

- Nurses being paid for more than 52 hours per month will be charged up to a maximum of \$95.77.
- Nurses being paid for 52 or fewer hours per month will be charged \$47.88.

AGENCY FEE/CHARITIES:

- Agency fee rates will be charged as 90.02% of dues up to a maximum of \$86.21 monthly.

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 the following formula:

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

Payroll deductions for the California Nurses Association (CNA) are maintained via the following Gross-to-Net table entries:

- 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)

The changes requested by CNA may be accommodated by making Control Table changes per the attached sample BRT entries (Attachment "A"). No program modifications are anticipated.

The BRT update transactions should be made available to campuses electronically so that locations can process the necessary local update effective with July 2007 earnings, beginning 07/01/07 (MO/BW/SM).