

UPTE-CWA -- PAYROLL DUES/AGENCY FEE/CHARITIES CAP CHANGE,
JANUARY 2008

Introduction

UPTE-CWA, the exclusive representative for employees in the “HX” (Health Care Professionals), “RX” (Research Support Professionals) and the “TX” (Technical) bargaining units, has requested that, effective January 1, 2008, the University implement changes to the current cap (maximum) covering dues/agency fee and related deductions.

Note:

- the deduction rate applicable to dues as well as agency fees/charities, currently set at 1.3%, is unchanged;
- the dues deduction rate as well as the dues cap for unrepresented UPTE-CWA members, GTN 370, currently set at 1.3% and \$22.00 respectively, is unchanged.

Background

Payroll deductions for the units that are exclusively represented by UPTE-CWA and affected by this request are maintained via the following Gross-to-Net table entries:

GTN 371	--	“TX” unit dues
GTN 463	--	“TX” unit agency fees
GTN 515, 516, 517	--	“TX” unit charities
GTN 375	--	“RX” unit dues
GTN 461	--	“RX” unit agency fees
GTN 509, 510, 511	--	“RX” unit charities
GTN 376	--	“HX” unit dues
GTN 457	--	“HX” unit agency fees
GTN 497, 498, 499	--	“HX” charities

Modifications

As requested, UPTE-CWA deductions should be modified such that:

- the current monthly cap of \$40.00 covering dues/agency fee/charities for UPTE-CWA represented employees in the HX, RX and TX bargaining units is increased and established as \$45.00
- the new cap is effective January 1, 2008, i.e., earnings beginning January 1, 2008 (MO/SM) paid February 1, 2008/January 23, 2008 respectively, and earnings beginning January 13, 2008 (BW) paid February 6, 2008.

The requested modifications 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 earnings beginning January 2008.



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

*SR # 82046
Attachment A
UPTE CAP Change
@ JANUARY '08*

A/D	1	2	3	4	6	7	9	10	18
	14	00	1					*	
	14	00	1					*	
	14	00	1					*	
	14	00	1					*	

BUC	61	62	RE	63	SH	64	DU	65	EFFECTIVE DATE	66	71
	61	62	63	64	65	66				66	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
C	14	00	2	371				*		00045.0000	
C	14	00	2	463				*		00045.0000	
C	14	00	2	515				*		00045.0000	
C	14	00	2	516				*		00045.0000	

BUC	61	62	RE	63	SH	64	DU	65	EFFECTIVE DATE	66	71
	61	62	63	64	65	66				66	71
									01/01/08		
									01/01/08		
									01/01/08		
									01/01/08		

A/D	1	2	3	4	6	7	9	10	18	19	27	28	36	37	45	46	54
	14	00	3					*		*		*	*	*	*	*	*
	14	00	3					*		*		*	*	*	*	*	*
	14	00	3					*		*		*	*	*	*	*	*
	14	00	3					*		*		*	*	*	*	*	*

BUC	61	62	RE	63	SH	64	DU	65	EFFECTIVE DATE	66	71
	61	62	63	64	65	66				66	71

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

A/D	1	2	3	4	6	7	9	10	18
								*	
	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.

A/D	1	2	3	4	6	7	9	10	18	19	27
								*		*	
C	14			002		517		*		00045.0000	
C	14			002		375		*		00045.0000	
C	14			002		461		*		00045.0000	
C	14			002		509		*		00045.0000	

A/D	1	2	3	4	6	7	9	10	18	19	27	28	36	37	45	46	54
								*		*		*	*	*	*	*	*
	14			003				*		*		*	*	*	*	*	*
	14			003				*		*		*	*	*	*	*	*
	14			003				*		*		*	*	*	*	*	*
	14			003				*		*		*	*	*	*	*	*

BUC	61	62	RE	63	SH	64	DU	65	EFFECTIVE DATE

BUC	61	62	RE	63	SH	64	DU	65	EFFECTIVE DATE

BUC	61	62	RE	63	SH	64	DU	65	EFFECTIVE DATE

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

A/D	1	2	3	4	6	7	9	10	18
FORMAT	GTN NO			RATE / AMOUNT					
	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	63	64	65	66	71
RE P	S H C	D U C	EFFECTIVE DATE				

A/D	1	2	3	4	6	7	9	10	18	19	27
FORMAT	GTN NO			RATE / AMOUNT						CAP	
C	14	00	2	510				*			00045.0000
C	14	00	2	511				*			00045.0000
C	14	00	2	376				*			00045.0000
C	14	00	2	457				*			00045.0000

BUC	61	62	63	64	65	66	71
RE P	S H C	D U C	EFFECTIVE DATE				
00							01/01/08
00							01/01/08
00							01/01/08
00							01/01/08

A/D	1	2	3	4	6	7	9	10	18	19	27	28	36	37	45	46	54
FORMAT	GTN NO			RATE / AMOUNT						CAP		DEDUCTION PERCENT		REDUCED DEDUCTION AMOUNT		THRESHOLD PERCENT	
	14	00	3					*			*	*	*	*	*	*	*
	14	00	3					*			*	*	*	*	*	*	*
	14	00	3					*			*	*	*	*	*	*	*
	14	00	3					*			*	*	*	*	*	*	*

BUC	61	62	63	64	65	66	71
RE P	S H C	D U C	EFFECTIVE DATE				

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

A/D	1	2	3	4	6	7	9	10	18
				14	001			*	
				14	001			*	
				14	001			*	
				14	001			*	

BUC	61	62	RE P	63	S H C	64	65	D U C	66	71	EFFECTIVE DATE

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
C				14	002	497		*			00045.0000
C				14	002	498		*			00045.0000
C				14	002	499		*			00045.0000
C				14	002	371		*			00045.0000

BUC	61	62	RE P	63	S H C	64	65	D U C	66	71	EFFECTIVE DATE
											01/01/08
											01/01/08
											01/01/08
											01/01/08

A/D	1	2	3	4	6	7	9	10	18	19	27	28	36	37	45	46	54
				14	003			*			*	*	*	*	*	*	*
				14	003			*			*	*	*	*	*	*	*
				14	003			*			*	*	*	*	*	*	*
				14	003			*			*	*	*	*	*	*	*

BUC	61	62	RE P	63	S H C	64	65	D U C	66	71	EFFECTIVE DATE

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

A/D	1	2	3	4	6	7	9	10	18
								*	
	14	00	1					*	
	14	00	1					*	
	14	00	1					*	
	14	00	1					*	

BUC	61	62	R	63	S	64	D	65	EFFECTIVE DATE
			P		C		U		66
							C		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
								*		*	
C	14	00	2	463				*		00045.0000	
C	14	00	2	515				*		00045.0000	
C	14	00	2	516				*		00045.0000	
C	14	00	2	517				*		00045.0000	

BUC	61	62	R	63	S	64	D	65	EFFECTIVE DATE
			P		C		U		66
							C		71
									01/01/08
									01/01/08
									01/01/08
									01/01/08

A/D	1	2	3	4	6	7	9	10	18	19	27	28	36	37	45	46	54
								*		*		*	*	*	*	*	*
	14	00	3					*		*		*	*	*	*	*	*
	14	00	3					*		*		*	*	*	*	*	*
	14	00	3					*		*		*	*	*	*	*	*
	14	00	3					*		*		*	*	*	*	*	*

BUC	61	62	R	63	S	64	D	65	EFFECTIVE DATE
			P		C		U		66
							C		71

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

A/D	FORMAT			GTN NO			RATE / AMOUNT													
1	2	3	4	6	7	9	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	REP	SCH	DU	EFFECTIVE DATE	
61	62	63	64	65	71
61	62	63	64	65	71
				66	

A/D	FORMAT			GTN NO			RATE / AMOUNT											CAP		
1	2	3	4	6	7	9	10	*	18	19	*	27								
C	14	00	2			375		*			*	00045.0000								
C	14	00	2			461		*			*	00045.0000								
C	14	00	2			509		*			*	00045.0000								
C	14	00	2			510		*			*	00045.0000								

BUC	REP	SCH	DU	EFFECTIVE DATE	
61	62	63	64	65	71
61	62	63	64	65	71
				66	
					01/01/08
					01/01/08
					01/01/08
					01/01/08

A/D	FORMAT			GTN NO			RATE / AMOUNT											CAP			DEDUCTION PERCENT			REDUCED DEDUCTION AMOUNT			THRESHOLD PERCENT		
1	2	3	4	6	7	9	10	*	18	19	*	27	28	*	36	37	*	45	46	*	54								
	14	00	3					*			*			*		*		*		*									
	14	00	3					*			*			*		*		*		*									
	14	00	3					*			*			*		*		*		*									
	14	00	3					*			*			*		*		*		*									

BUC	REP	SCH	DU	EFFECTIVE DATE	
61	62	63	64	65	71
61	62	63	64	65	71
				66	

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

SR #82046



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

A/D	FORMAT	GTN NO	RATE / AMOUNT
1 2 3 4 6 7 9 10			18
	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.

A/D	FORMAT	GTN NO	RATE / AMOUNT	CAP
1 2 3 4 6 7 9 10			18	19 27
C	14 002	511	*	00045.0000
C	14 002	376	*	00045.0000
C	14 002	457	*	00045.0000
C	14 002	497	*	00045.0000

BUC	RE P	S H C	D U C	EFFECTIVE DATE
61 62	63 64	65		66 71

BUC	RE P	S H C	D U C	EFFECTIVE DATE
61 62	63 64	65		66 71
RXC				01/01/08
HXC				01/01/08
HXC				01/01/08
HXC				01/01/08

A/D	FORMAT	GTN NO	RATE / AMOUNT	CAP	DEDUCTION PERCENT	REDUCED DEDUCTION AMOUNT	THRESHOLD PERCENT
1 2 3 4 6 7 9 10			18	19 27	28 36 37	45 46	54
	14 003		*	*	*	*	*
	14 003		*	*	*	*	*
	14 003		*	*	*	*	*
	14 003		*	*	*	*	*

BUC	RE P	S H C	D U C	EFFECTIVE DATE
61 62	63 64	65		66 71

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

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SR #82096

**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12/06) R1744**

A/D	FORMAT	GTN NO	RATE / AMOUNT
1 2 3 4 6 7 9	10	18	
	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	RE	SH	DU	EFFECTIVE DATE
61 62	63	64	65	66 71

A/D	FORMAT	GTN NO	RATE / AMOUNT	CAP
1 2 3 4 6 7 9	10	18 19	27	
C	14 002	498	*	00045.0000
C	14 002	499	*	00045.0000
	14 002		*	*
	14 002		*	*

BUC	RE	SH	DU	EFFECTIVE DATE
61 62	63	64	65	66 71
	HXC			01/01/08
	HXC			01/01/08

A/D	FORMAT	GTN NO	RATE / AMOUNT	CAP	DEDUCTION PERCENT	REDUCED DEDUCTION AMOUNT	THRESHOLD PERCENT
1 2 3 4 6 7 9	10	18 19	27	28	36 37	45 46	54
	14 003		*	*	*	*	*
	14 003		*	*	*	*	*
	14 003		*	*	*	*	*
	14 003		*	*	*	*	*

BUC	RE	SH	DU	EFFECTIVE DATE
61 62	63	64	65	66 71

PREPARED BY:	DATE:	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN