



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

OFFICE OF THE PRESIDENT
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August 13, 2007

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Re:	Release:	1779
	Service Requests:	81932
	Error Reports:	None
	Programs:	PPO1779A (one-time), PPO1779B (one-time)
	Copy Members:	None
	Include Members:	None
	DDL Members:	None
	Bind Members:	PPO1779A (one-time), PPO1779B (one-time)
	CICS Maps:	None
	CICS Help:	None
	Forms:	None
	Table Updates:	None
	Urgency:	Date Mandated (see Timing of Installation below)

This release addresses the following Service Request:

Service Request 81932

Service Request 81932 asks that a one-time process be developed to calculate wage increases for AFSCME-represented custodians and certain laborer employees in the SX (Service) unit. Based on title code and location, these employees will be eligible for hourly increases of \$0.50 or \$1.25. The rates are effective 04/01/2007 (03/25/2007 for bi-weekly appointments).

As noted in the service request, this one-time process applies to all locations, with the exception of the Berkeley campus, where salary adjustments are handled via a local mechanism.

Service Request 81932 provides the following background information:

The University and the American Federation of State, County and Municipal Employees (AFSCME) union reached agreement on May 22, 2007 on a new contract. The agreement, which is effective April 1, 2007, provides for special wage increases for custodians and other lower-paid employees, as described in the Side Letter on Wages, sections A.2, A.3, and A.4:

2. *At all locations except the UCSF Medical Center, Berkeley, Santa Barbara and Santa Cruz*

a) *All Custodians, including but not limited to the following titles codes: 5099 SeniorCustodian, per diem; 5100 Custodian, per diem; 5101 Senior Custodian Leader; 5102 Custodian Leader; 5103 Custodian; 5113 Lead Custodian; 5117 Custodian; 5116 Senior Custodian shall receive a salary increase of \$0.50 per hour*

3. *At Berkeley, Santa Barbara, and Santa Cruz only*

a) *All Custodians, including but not limited to the following titles codes: 5099 SeniorCustodian, per diem; 5100 Custodian, per diem; 5101 Senior Custodian Leader; 5102 Custodian Leader; 5103 Custodian; 5113 Lead Custodian; 5117 Custodian; 5116 Senior Custodian shall receive a salary increase of \$1.25 per hour*

4. *At Santa Barbara only*

a) All laborers including but not limited to the following title codes (title codes 8074 Senior Lead Laborer; 8075 Lead Laborer; 8077 Laborer, per diem) at the Santa Barbara campus shall receive a salary increase of \$1.25 per hour.

Laborer titles at the Santa Barbara campus *only* are included in the terms of this agreement. Laborer titles at other locations will be given the SX low wage worker increase (see Service Request 81925).

Designated medical center custodian titles at the UCSF Medical Center *only* are excluded from this wage increase, but will be given the SX low wage worker special increase (see Service Request 81925).

The titles that UCOP-Labor Relations has determined as eligible are listed in Appendix A and table 1 (Custodians), table 2 (Laborers) and table 3 (Custodians - Medical Center).

Titles 5101 (Custodian Leader, Sr), 5102 (Custodian Leader) and 5103 (Custodian) are UCB-specific titles and since the Berkeley campus will use a locally-developed process to accomplish this wage increase, they are not included in these requirements.

It is also noted that an existing alternate process is being used to provide increases for step-based titles, including the following per diem titles: 5081 (Custodian, Sr, Per Diem, MC); 5082 (Custodian, Per Diem, MC); 5099 (Custodian, Sr, Per Diem); and 5100 (Custodian, Per Diem).

The process will be required to calculate the increase for non-step based, SX covered eligible custodian and laborer employees, to create EDB update transactions, to create costing transactions and to generate a file for use in the retroactive pay process. All adjustments are to be calculated and applied as base-building increases to existing appointment / distribution pay rates.

The SX Custodian April 2007 wage increase uses a process similar to the process used for other one-time base-building wage increases such as R1766 and R1775. It includes a one-time program (PPO1779A), based on PPP910, to select the eligible population and generate the batch EDB update transactions and costing transactions (the work file generated during the process can be used to generate any necessary retroactive pay transactions). A second one-time program (PPO1779B) will create the tab-delimited electronic reporting file.

Programs

PPO1779A

PPO1779A is based on one-time program PPO1766A, which is in turn based on PPP910. It is to be run in PRLM1 mode and FINAL mode only. In addition to the expected selection criteria of effective dates, bargaining unit, representation code, and DOS attributes, the program reads a file of title codes and rates to determine eligibility and calculate the new distribution rate. Each location will have a distinct set of titles and rates.

PPO1779B

PPO1779B is based on one-time program PPO1766B. It produces the tab-delimited electronic reporting file.

Bind Members

PPO1779A

PPO1779A contains the bind statements for the plan associated with PPO1779A.

PPO1779B

PPO1779B contains the bind statements for the plan associated with PPO1779B.

Beatrice Cardona, et al
August 13, 2007

Installation Instructions

A separate Installation Instructions document is provided for this release.

Test Plan

A separate Test Plan document is provided for this release.

Timing of Installation

The timing of this release is **date mandated**.

The SX Represented Custodian increase is effective with April earnings. Therefore, it is asked that campuses install and process the increases as soon as possible given operational needs and *prior* to the first check date of October 1, 2007.

In addition, the output electronic tab-delimited reporting file produced by execution of the one-time program PPO1779B should be delivered to UCOP via ftp as soon as practicable after all processes have been completed but not later than **October 1, 2007**. The file should be sent to vsftp.ucop.edu using the dataset name:

/ftphome/ftpusr*/put/cbg/SXLOWWG2.Y2007

where '*' is the campus ID. For example,

/ftphome/ftpusr**1**/put/cbg/SXLOWWG2.Y2007 for UC Berkeley

/ftphome/ftpusr**10**/put/cbg/SXLOWWG2.Y2007for UC Merced.

As usual, campuses are encouraged to install this release in as timely a fashion as possible and in the normal numeric sequence.

If there are any questions, please send electronic mail to Caroline.Rider@ucop.edu, or call (949) 837-1784.

Caroline Rider