

Create Date: November 21, 2008

Last Modified On: December 16, 2008 (Attachment only)

SR82420 Requirements

HX Dues / Agency Fee / Charities Cap January 2009

Project Type:

Modification to an existing process: BRT Control Table updates only

Requested By:

Myria Butler, UCOP Labor Relations

Analyst:

Patricia Mashhoon

Due Date:

Rates must be tested and distributed to campuses in time to affect January 2009 earnings.

Introduction

UPTE, the exclusive representative for employee in the “HX” (Health Care Professionals) unit has requested that, effective January 1, 2009 the University implement changes to the current cap (maximum) covering dues/ agency fees 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 members, GTN370, currently set at 1.3% and \$22.00, respectively, is unchanged

Background

Payroll deductions for the “HX” unit that are exclusively represented by UPTE and affected by this request are maintained in PPS via the following Gross-to-Net table entries:

GTN 376	“HX” unit Dues
GTN 457	“HX” unit agency fees
GTN 497, 498 , 499	“HX” charities

Modifications

As requested, UPTE deductions should be modified such that:

- the current monthly cap of \$45.00 covering dues/agency fee/charities for UPTE represented employees in the “HX” bargaining unit is increased and established as \$50.00
- the new cap is effective January 1, 2009, i.e., earnings beginning January 1, 2009 (MO / SM) paid January 30 / January 23, respectively, and earnings beginning January 11, 2009 (BW) paid February 4, 2009

The requested modifications may be accommodated by making Control Table changes per the attached sample Benefits Rates Table (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 updates effective with earnings beginning January 2009 as described above.

ATTACHMENT A



**BENEFITS RATES TABLE
GROSS-TO-NET RATES/AMOUNTS
FORMAT 001 & 002 & 003
UPAY712 (R12106) R1744**

SR 82420

*HX Dues / Agency Fee / Charities Cap
January 2009*

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

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

A/D	FORMAT	GTN NO	RATE / AMOUNT	CAP
1	2 3 4 6 7 9 10		18	27
	14 002	376	*	00050.0000
	14 002	457	*	00050.0000
	14 002	497	*	00050.0000
	14 002	498	*	00050.0000

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

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

PREPARED BY: <i>Shucklin</i>	DATE: <i>11/9/08</i>	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

ATTACHMENT A



**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 11 12 13 14 15 16 17 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.

*SR 82420
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January 2009*

BUC	R	S	D	EFFECTIVE DATE
61 62	63	64	65	MM DD YY
				71

A/D	FORMAT	GTN NO	RATE/AMOUNT	CAP
1	2 3 4	6 7 9	10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27	
C	14	002	499	00050.0000
C	14	002	376	00050.0000
C	14	002	457	00050.0000
C	14	002	497	00050.0000

BUC	R	S	D	EFFECTIVE DATE
61 62	63	64	65	MM DD YY
				71

A/D	FORMAT	GTN NO	RATE/AMOUNT	CAP	DEDUCTION PERCENT	REDUCED DEDUCTION AMOUNT	THRESHOLD PERCENT
1	2 3 4	6 7 9	10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27		28	37	46
	14	003	*	*	*	*	*
	14	003	*	*	*	*	*
	14	003	*	*	*	*	*
	14	003	*	*	*	*	*

BUC	R	S	D	EFFECTIVE DATE
61 62	63	64	65	MM DD YY
				71

PREPARED BY: Shukla DATE: 12/16/08

RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

APPROVED BY: _____ DATE: _____

ATTACHMENT A



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

SR 82420

HX Dues/Agency Fee/Charities Cap

January 2009

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

BU C	R	S	D	EFFECTIVE DATE
61 62	63	64	65	MM DD YY
				71

A/D	FORMAT	GTN NO	RATE/AMOUNT	CAP
1	2 3 4	6 7	9 10 18 19 27	
<i>C</i>	14 002	498	*	00050.0000
<i>C</i>	14 002	499	*	00050.0000
	14 002		*	*
	14 002		*	*

BU C	R	S	D	EFFECTIVE DATE
61 62	63	64	65	MM DD YY
				71

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		*	*	*	*	*

BU C	R	S	D	EFFECTIVE DATE
61 62	63	64	65	MM DD YY
				71

PREPARED BY: *Smithson* DATE: *12/16/08* APPROVED BY: _____ DATE: _____

RETENTION: ACCOUNTING: UNTIL ACTION TAKEN