

**Create Date:** May 22, 2008  
**Last modified on:** July 10, 2008

**SR82243 Requirements**  
**Add AFSCME to Dues Movement Process**

**Objective:**  
To include AFSCME in the dues movement process

**Project Type:**  
Modification to existing processes

**Requested by:**  
Myria Butler – UCOP Labor Relations

**Analyst:**  
Patricia Mashhoon

**Due Date:**  
July 15, 2008

**Background:**

Release 1294 (July 2000) provided the functionality to link exclusively represented units that are represented by a single union for the purpose of applying the monthly deductions against the maximum monthly cap defined for the units. The mechanism for achieving this is the 'Unit Link' field on the Bargaining Unit Table, Agency Fee segment. The IX and LX units (represented by AFT) utilize the unit link value of 'A' and the HX, RX and TX units (represented by UPTE) use the value of 'U'.

Release 1390 (February 2002) addressed changes to support the AFSCME-PAC deduction process. At that time, changes were made to link the system wide EX and SX bargaining units to the AFSCME organization. Thus, 'E' was established as a valid value for AFSCME-represented units for the Bargaining Unit Organization Link code. Any other locally-defined units associated with AFSCME should also have this value (for example, the skilled crafts unit at UC Santa Cruz, K7).

Release 1430 (August 2002), at the request of UPTE (representing HX, RX and TX units) and AFT (representing IX and LX units) addressed the changes needed to implement the dues movement functionality in PPS. This process provided the capability for the system to automatically retain dues deductions as an enrolled employee moves from one unit to another that is represented by the same union.

Release 1430 made use of the following mechanisms for achieving this functionality:

- Linking units represented by the same union by means of the Bargaining Unit Organization Link field on the Bargaining Unit Table, Agency Fee information section
- Defining the linked units as participating in the dues movement process in PPS

AFSCME has now requested participation in the dues movement functionality.

**Current Process:**

Currently, only UPTE units (HX, RX & TX) and AFT units (IX, LX) participate in the dues movement process. They are linked by means of the Bargaining Unit Organization Link field values 'F' and 'G', respectively and the dues GTNs are defined in PPS.

UPTE and AFT units are also linked for the purpose of supporting the monthly deduction cap process, while AFSCME units are not linked in this manner.

Bargaining units EX & SX are already linked to the AFSCME organization (as described above), sharing the value of 'E' on the Bargaining Unit Organization Link field.

**Proposed Process:**

It is requested that AFSCME dues GTNs related to system wide units EX & SX be defined for the dues movement process in PPS:

#073 – AFSCME EX Dues (all locations)

#486 – AFSCME SX Dues (all locations)

It is noted that any dues for 'local' units related to the AFSCME organization should also be defined in this manner [for example, GTN #072 – AFSCME K7 (UCSC only)].

It is further requested that the AFSCME units 'EX' and 'SX' be linked so that any deductions taken during the month will be applied toward the monthly cap amount as defined in the BRT. To this end, the Bargaining Unit Agency Fee information, column 34 must be updated for each unit. It is suggested that the value of 'F' be used for this purpose.

### **Additional Requirements**

#### **Background:**

During testing it was noted that the file maintenance process established '220.00' as the amount for GTN 073. Since January 2005, the rates for all union-related GTNs have resided on the Benefits Rates Table, GTN section. Prior to this change, the rate for GTN 073 was carried in the System Parameters Table entry 220. This has since been redefined as 'Reserved-Base' and the value initialized.

#### **Value edits for GTNs 073 and 486**

In order to make GTN 073 behave in a manner consistent with other GTNs in the dues movement process, it is requested that references to System Parameter 220 be removed and that a value of '1.00' be enforced in the amount field.

Likewise for GTN 486, it is noted that any numeric value is accepted in the amount field. It is requested that a value of '1.00' be enforced for this GTN.

In order to accomplish this, 'change' transactions to update the Gross to Net Table should be generated as follows:

#### **GTN 073 (AFSCME EX DUES)**

- Trans. No. 1, cols 56-62 should contain a value of '1.00'

#### **GTN 486 (AFSCME SX DUES)**

- Trans. No. 1, col 55 should contain a value of 'V' and cols 56-62 should contain a value of '1.00'

Note: any GTNs for 'local' units related to the AFSCME organization should also be updated locally in this manner, as applicable.

### **One-Time Program**

In order to make existing records consistent with the above edit modifications, it is asked that a one-time program be written to update:

- the G-balance amount field for GTN 073 on EDB records by replacing '220.00' with '1.00'

- the G-balance amount field for GTN 486 on EDB records by replacing any existing values with '1.00'

It is requested that this one-time program produce an Employee Change File that can be processed to create a Data Base Audit Register report of the activity.