

## **Requirements – PPS Changes to support new PX unit for employees in Postdoctoral Scholar titles**

### **SR 82501**

Created on: February 12, 2009  
Last Modified on: April 30, 2009

#### **Requested By:**

Myria Butler, UCOP Labor Relations

#### **Analyst:**

Jennifer Damico, HR – ISS

#### **Due Date:**

This item is not date mandated but is urgent in order to allow UCOP Labor Relations to effectively support the currently ongoing bargaining process with the PRO/UAW for the new Postdoctoral Scholars bargaining unit.

#### **System Requirements:**

### **1.0 Overview of Modifications**

The University of California recently came to an agreement allowing the Postdoctoral Researchers Organize/United Auto Workers (PRO/UAW) to represent Postdoctoral employees in various titles. These titles are currently associated with Collective Bargaining Unit Code (EDB0161) 87 or FX. The new unit will be associated with Collective Bargaining Unit Code (EDB 0161) 'PX' 'Postdoctoral Scholars.' This new value needs to be established and Payroll/Personnel System (PPS) modifications will be required to support this new unit.

Changes to various PPS Control Tables must be made to enable the system to handle employees in the new 'PX' unit. Changes to the Title Code Table (TCT) to designate titles as covered by the new unit will be provided from UCOP's University Title Code System (UTCS) using the standard procedures. Changes to the Data Element Table, Bargaining Unit Table, Code Translation Table and Gross-to-Net (GTN) Table are also required. Changes to the GTN Table will be addressed in a future SR related to Dues and Agency Fees. In addition, a Roster will need to be created for reporting to the PRO/UAW and data dictionary updates for Employee Database (EDB).

### **2.0 Control Table Updates**

Attachment 1 is UPAY 565A to update the Bargaining Unit Table. This UPAY is only partially filled out. A separate SR will later be provided to address GTNs, Dues and Agency Fees.

Attachment 2 is UPAY 814 to update the Code Translation Table.

## 2.1 Data Element Table :

An update to the EDB Data Dictionary is required to reference the new 'PX – Postdoctoral Scholars' – value for the following data elements. See Attachment A.

Collective Bargaining Unit Code - EDB 0161  
Employee Unit Code - EDB 0255  
Employee Benefit Eligibility Unit Code - EDB 0445  
Title Unit Code (TUC) - EDB 2029

New value should be assigned to existing data elements as defined, so that appropriate range value edits can be executed.

Collective Bargaining Unit Code - EDB 0161  
Employee Unit Code - EDB 0255  
Employee Benefit Eligibility Unit Code - EDB 0445

## 2.2 Code Translation Table

Data Element	Value	Length	Translation
EDB 0161	PX	24	Postdoctoral Scholars
EDB 0255	PX	23	Postdoctoral Scholars
EDB 0445	PX	23	Postdoctoral Scholars
EDB 2029	PX	24	Postdoctoral Scholars

See attachment 2 - UPAY 814

## 2.3 Bargaining Unit Table

See attachment 1 - UPAY 565A

## 3.0 EDB Maintenance

### 3.1 Range and Value Edits

The system should evaluate valid values for the data element Collective Bargaining Unit code (EDB 0161), Employee Unit Code (EDB 0255), Employee Benefit Eligibility Unit Code (EDB 0445), based on values carried on the Data Element Table to include the value 'PX'.

## 4.0 Corporate Interfaces

CPS Interface File - No modification is necessary but should be tested to ensure that the value is accepted and passed.

## 5.0 CICS Help

The online field level Help should be modified for data elements

EDB0161 – Collective Bargaining Unit Code

EDB0255 –Employee Unit Code  
EDB0445 –Benefit Eligibility Unit  
EDB2029 –TUC

**Attachment A – EDB Data Dictionary SAMPLE**

**System Number: EDB0161**

**User Access Name: 0161-6**

**Programming Name: EMP\_CBUC IN PPPPER**

**Revision Date: PUBL. 11/09/04**

**Comments**

Location(s):    PAR 2171 - Collective Bargaining Unit Code-PAR  
                  APS 0913 - Collective Bargaining Unit Code  
                  CPS 0913 - Collective Bargaining Unit Code  
                  IPS 0913 - Collective Bargaining Unit Code  
                  OPP 0913 - Collective Bargaining Unit Code

**Name: COLLECTIVE BARGAINING UNIT CODE-EDB**

**Type: ALPHANUMERIC**

**Length: 2**

**Format**

N/A

**General Description**

Code indicating the collective bargaining unit of an individual.

**Code Interpretation**

EDB 0161 COLLECTIVE BARGAINING UNIT CODE-EDB

CBUC	UNIT NAME
A1	Academic Senate - UCB
A2	Academic Senate - UCSF
A3	Academic Senate - UCD
A4	Academic Senate - UCLA
A5	Academic Senate - UCR

A6	Academic Senate - UCSD
A7	Academic Senate - UCSC
A8	Academic Senate - UCSB
A9	Academic Senate - UCI
BX	Academic Student Employees
CX	Clerical & Allied Services
EX	Patient Care Technical
FF	Fire Fighters
FX	Non-Senate Academic Research Professionals
GS	Printing Trades
HX	Residual Patient Care Professionals
IX	Non-Academic Senate—Instructional
KB	Skilled Crafts - UCB/LBL
K2	Skilled Crafts - UCSF
K3	Skilled Crafts - UCD
K4	Skilled Crafts - UCLA
K5	Skilled Crafts - UCR
K6	Skilled Crafts - UCSD
K7	Skilled Crafts - UCSC
K8	Skilled Crafts - UCSB
K9	Skilled Crafts - UCI
LX	Professional Librarians
M1	Housestaff Association - UCB/LBL
M2	Housestaff Association - UCSF
M3	Housestaff Association - UCD
M4	Housestaff Association - UCLA
M5	Housestaff Association - UCR
M6	Housestaff Association - UCSD
M7	Housestaff Association - UCSC
M8	Housestaff Association - UCSB
M9	Housestaff Association - UCI
NX	Registered Nurses
PA	Police Officers
= => PX	Postdoctoral Scholars
RX	Research Support Professionals
SX	Service
TX	Systemwide Technical
87	Stipend/Differential Pay
98	Indeterminate Unit
99	No Bargaining Unit

Previously Valid Codes

Z1	Graduate Student - UCB/LBL
Z2	Graduate Student - UCSF
Z3	Graduate Student - UCD
Z4	Graduate Student - UCLA
Z5	Graduate Student - UCR
Z6	Graduate Student - UCSD
Z7	Graduate Student - UCSC
Z8	Graduate Student - UCSB
Z9	Graduate Student - UCI

**System Number: EDB0255**

**User Access Name: 0255-6**

**Programming Name: EMP\_REL\_UNIT IN PPPER**

**Revision Date: PUBL. 11/09/04**

**Comments**

Locations(s): PAR 2172 - Employee Unit Code-PAR  
CBG 2507 - Employee Unit Code-CBG in HDB  
APS 0880 - Employee Unit Code  
CPS 0880 - Employee Unit Code  
IPS 0880 - Employee Unit Code  
OPP 0880 - Employee Unit Code  
SLC 0880 - Employee Unit Code  
APS 2269 - Employee Unit Code-Input  
BCS 2269 - Employee Unit Code-Input  
CPS 2269 - Employee Unit Code-Input  
SLC 2269 - Employee Unit Code-Input

**Name: EMPLOYEE UNIT CODE-EDB**

**Type: ALPHANUMERIC**

**Length: 2**

**Format**

N/A

**General Description**

Code indicating the Title Unit Code of the predominant appointment of an individual for collective bargaining purposes.

**Code Interpretation**

EDB 0255 EMPLOYEE UNIT CODE-EDB

A1 - Academic Senate - UCB  
A2 - Academic Senate - UCSF  
A3 - Academic Senate - UCD  
A4 - Academic Senate - UCLA  
A5 - Academic Senate - UCR

A6 - Academic Senate - UCSD  
 A7 - Academic Senate - UCSC  
 A8 - Academic Senate - UCSB  
 A9 - Academic Senate - UCI

BX - Academic Student Employees  
 CX - Clerical & Allied Services  
 EX - Patient Care Technical  
 FF - Fire Fighters  
 FX - Non-Senate Academic Research Professionals  
 GS - Printing Trades  
 HX - Residual Patient Care Professionals  
 IX - Non-Academic Senate Instructional

KB - Skilled Crafts - UCB/LBL  
 K2 - Skilled Crafts - UCSF  
 K3 - Skilled Crafts - UCD  
 K4 - Skilled Crafts - UCLA  
 K5 - Skilled Crafts - UCR  
 K6 - Skilled Crafts - UCSD  
 K7 - Skilled Crafts - UCSC  
 K8 - Skilled Crafts - UCSB  
 K9 - Skilled Crafts - UCI

LX - Professional Librarians

M1 - Housestaff Association - UCB/LBL  
 M2 - Housestaff Association - UCSF  
 M3 - Housestaff Association - UCD  
 M4 - Housestaff Association - UCLA  
 M5 - Housestaff Association - UCR  
 M6 - Housestaff Association - UCSD  
 M7 - Housestaff Association - UCSC  
 M8 - Housestaff Association - UCSB  
 M9 - Housestaff Association - UCI

NX - Registered Nurses  
 PA - Police Officers  
 = => PX - Postdoctoral Scholars  
 RX - Research Support Professionals  
 SX - Service  
 TX - Systemwide Technical

87 - Indeterminate Unit - Stipend/Differential Pay  
 98 - Indeterminate Unit - no appointments or "future" appointments  
 99 - Indeterminate Unit - no unit  
 ?? - Indeterminate Unit - predominant Title Unit Code is  
 indeterminate

Previously Valid Codes

Z1	- Graduate Student - UCB/LBL
Z2	- Graduate Student - UCSF
Z3	- Graduate Student - UCD
Z4	- Graduate Student - UCLA
Z5	- Graduate Student - UCR
Z6	- Graduate Student - UCSD
Z7	- Graduate Student - UCSC
Z8	- Graduate Student - UCSB
Z9	- Graduate Student - UCI

**System Number: EDB0445**

**User Access Name: 0445-5**

**Programming Name: BEN\_ELIG\_UNIT\_CD IN PPPBEN**

**Revision Date: PUBL. 10/01/06**

**Comments**

Locations(s): N/A

**Name: EMPLOYEE BENEFIT ELIGIBILITY UNIT CODE-EDB**

**Type: ALPHANUMERIC**

**Length: 2**

**Format**

N/A

**General Description**

Code indicating the Title Unit Code of the predominant appointment of an individual for benefits purposes.

**Code Interpretation**

**EDB 0445 EMPLOYEE BENEFIT ELIGIBILITY UNIT CODE**

A1	- Academic Senate - UCB
A2	- Academic Senate - UCSF
A3	- Academic Senate - UCD
A4	- Academic Senate - UCLA
A5	- Academic Senate - UCR
A6	- Academic Senate - UCSD
A7	- Academic Senate - UCSC
A8	- Academic Senate - UCSB
A9	- Academic Senate - UCI
BX	- Academic Student Employees
CX	- Clerical & Allied Services
EX	- Patient Care Technical
FF	- Fire Fighters
FX	- Non-Senate Academic Research Professionals
GS	- Printing Trades
HX	- Residual Patient Care Professionals
IX	- Non-Academic Senate Instructional

KB - Skilled Crafts - UCB/LBL  
 K2 - Skilled Crafts - UCSF  
 K3 - Skilled Crafts - UCD  
 K4 - Skilled Crafts - UCLA  
 K5 - Skilled Crafts - UCR  
 K6 - Skilled Crafts - UCSD  
 K7 - Skilled Crafts - UCSC  
 K8 - Skilled Crafts - UCSB  
 K9 - Skilled Crafts - UCI  
  
 LX - Professional Librarians  
  
 M1 - Housestaff Association - UCB/LBL  
 M2 - Housestaff Association - UCSF  
 M3 - Housestaff Association - UCD  
 M4 - Housestaff Association - UCLA  
 M5 - Housestaff Association - UCR  
 M6 - Housestaff Association - UCSD  
 M7 - Housestaff Association - UCSC  
 M8 - Housestaff Association - UCSB  
 M9 - Housestaff Association - UCI  
  
 NX - Registered Nurses  
 PA - Police Officers  
 = => PX - Postdoctoral Scholars  
 RX - Research Support Professionals  
 SX - Service  
 TX - Systemwide Technical  
  
 99 - Indeterminate Unit - no unit, no appointments,  
 Stipend/Differential Pay, or predominant Title Unit Code  
 is indeterminate

**System Number: EDB2029**

**User Access Name: 2029-5**

**Programming Name: TITLE\_UNIT\_CODE IN PPPAPP**

**Revision Date: PUBL. 04/16/02**

**Comments**

Location(s):    PAR 3110 - Title Unit Code (TUC)-PAR  
                  APT 5528 - Title Unit Code (TUC)-APT in HDB  
                  APS 0087 - Title Unit Code-PPS  
                  BCS 0087 - Title Unit Code-PPS  
                  CPS 0087 - Title Unit Code-PPS  
                  IPS 0087 - Title Unit Code-PPS  
                  OPP 0087 - Title Unit Code-PPS  
                  SLC 0087 - Title Unit Code-PPS  
                  APS 1963 - Title Unit Code-TCS  
                  CPS 1963 - Title Unit Code-TCS  
                  IPS 1963 - Title Unit Code-TCS  
                  OPP 1963 - Title Unit Code-TCS  
                  TCS 1963 - Title Unit Code-TCS  
                  TCT 1310 - Title Unit Code  
                  PAR 3110 - Title Unit Code (TUC)-PAR  
                  DUC 0400 - Title Unit Code-DUC  
                  LAT 1000 - Title Unit Code-LAT

**Name: TITLE UNIT CODE (TUC)-EDB**

**Type: ALPHANUMERIC**

**Length: 2**

**Format**

N/A

**General Description**

Code indicating the Collective Bargaining Unit to which a Title Code belongs.

**Code Interpretation**

EDB 2029 TITLE UNIT CODE (TUC)-EDB

A1 Academic Senate - UCB  
A2 Academic Senate - UCSF  
A3 Academic Senate - UCD  
A4 Academic Senate - UCLA  
A5 Academic Senate - UCR  
A6 Academic Senate - UCSD  
A7 Academic Senate - UCSC  
A8 Academic Senate - UCSB  
A9 Academic Senate - UCI

BX Readers & Tutors-UAW  
CX Clerical & Allied Services  
EX Patient Care Technical  
FX Non-Senate Academic Research Professionals  
GS Printing Trades  
HX Residual Patient Care Professionals  
IX Non-Academic Senate--Instructional

KB Skilled Crafts - UCB/LBL  
K2 Skilled Crafts - UCSF  
K3 Skilled Crafts - UCD  
K4 Skilled Crafts - UCLA  
K5 Skilled Crafts - UCR  
K6 Skilled Crafts - UCSD  
K7 Skilled Crafts - UCSC  
K8 Skilled Crafts - UCSB  
K9 Skilled Crafts - UCI

LX Professional Librarians  
NX Registered Nurses  
PA Police Officers  
=> PX Postdoctoral Scholars  
RX Research Support Professionals  
SX Service  
TX Systemwide Technical

Z1 Graduate Student - UCB/LBL  
Z2 Graduate Student - UCSF  
Z3 Graduate Student - UCD  
Z4 Graduate Student - UCLA  
Z5 Graduate Student - UCR  
Z6 Graduate Student - UCSD  
Z7 Graduate Student - UCSC  
Z8 Graduate Student - UCSB  
Z9 Graduate Student - UCI

87 Stipend/Differential Pay  
99 No bargaining unit