

**Created on:** May 26, 2009

**Last Modified On:** June 4, 2009

**SR82619 Requirements**

**CNA Dues Cap Change, July 2009**

**Objective:**

Modify CNA Dues, Agency Fee and Charity Cap Rates effective July 2009

**Project Type:**

Modification to an existing process: Control Table updates only

**Requested by:**

Myria Butler – UCOP Labor Relations

**Analyst:**

Shaun Ruiz

**Due Date:**

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

**Background:**

Release 1561 provided programming and established a unique mechanism in PPS to accommodate the processing of CNA dues, agency fee and related charities based on the following formula:

Monthly dues for employees working more than 30% of available pay period hours are assessed 2.2 times their hourly pay rate, up to a specified dollar maximum (cap) per month; employees working 30% or less are assessed a flat dollar (reduced deduction) amount.

For employees paid biweekly or semi-monthly, the system adjusts for and derives the multiplier, cap and flat dollar amount proportionately.

Agency fee and related charities are calculated using the same formula as dues but with a reduced calculator (BRT deduction percent), cap and flat dollar amount as specified.

**Proposed Process:**

California Nurses Association (CNA), the exclusive representative for employees in the "NX" (Registered Nurses) bargaining unit, has requested that, effective July 1, 2009, the University implements changes to the current cap rate of CNA dues and related deductions as outlined below:

**Bi-Weekly Dues Rates:**

- Nurses being paid for more than 24 hours per two week pay period will be charged a maximum of \$49.21
- Nurses being paid for 24 or fewer hours per two week pay period will be charged \$24.60

**Monthly Dues Rates:**

- Nurses being paid for more than 52 hours per month will be charged up to a maximum of \$106.63
- Nurses being paid for 52 or fewer hours per month will be charged \$53.31

At this time, there is no proposed change to the agency fees rate calculation.

**Modifications Requested**

Payroll deductions for the California Nurses Association (CNA) are maintained via the following Gross-to-Net table entries:

GTN 077 -- Dues (all campus locations except UCSC)

GTN 075 -- Dues (UCSC, only)

GTN 460 -- Agency Fees (all campus locations)

GTN 506 -- Pediatric AIDS (Charity) (all campus locations)

GTN 507 -- Komen Foundation (Charity) (all campus locations)

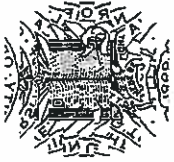
GTN 508 -- Oxfam (Charity) (all campus locations)

The changes requested by CNA may be accommodated by making Control Table changes per the attached sample BRT entries (Attachment "A"). No program modifications are required.

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

*CNA Dues*

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	RATE/AMOUNT
	14	001								*
	14	001								*
	14	001								*
	14	001								*


A/D	1	2	3	4	6	7	9	10	18	19	27	CAP
	14	002										*
	14	002										*
	14	002										*
	14	002										*

A/D	1	2	3	4	6	7	9	10	18	19	27	28	36	37	45	46	54	THRESHOLD PERCENT
C	14	003				017					00106	6300			00053	3100		*
	14	003																*
	14	003																*
	14	003																*

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

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

BUC	R	S	D	E	H	U	P	C	C	EFFECTIVE DATE
61	62	63	64	65						71
00										070109

PREPARED BY: 	DATE: 5/26/09	APPROVED BY:	DATE:
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RETENTION: ACCOUNTING: UNTIL ACTION TAKEN \* The Dues GTN for UC Santa Cruz = 075.



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

CNA Agency Fee & Charities  
Default ('00)

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	RATE / AMOUNT
	14	001						*		
	14	001						*		
	14	001						*		
	14	001						*		

A/D	1	2	3	4	6	7	9	10	18	19	27	CAP
	14	002						*			*	
	14	002						*			*	
	14	002						*			*	
	14	002						*			*	

A/D	1	2	3	4	6	7	9	10	18	19	27	28	36	37	45	46	54	THRESHOLD PERCENT
C	14	003			460			*			*		*					*
C	14	003			506			*		00106	6300			00053	3100			*
C	14	003			507			*		00106	6300			00053	3100			*
C	14	003			508			*		00106	6300			00053	3100			*

BUC	61	62	63	64	65	71	EFFECTIVE DATE

BUC	61	62	63	64	65	71	EFFECTIVE DATE

BUC	61	62	63	64	65	71	EFFECTIVE DATE

PREPARED BY: \_\_\_\_\_ DATE: 5/26/09

APPROVED BY: \_\_\_\_\_ DATE: \_\_\_\_\_



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

*CNA Agency Fee & Charities  
NX Unit*

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
FORMAT	GTN NO			RATE / AMOUNT							
14	0	0	1					*			
14	0	0	1					*			
14	0	0	1					*			
14	0	0	1					*			

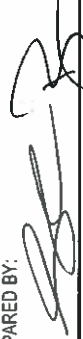
A/D	1	2	3	4	6	7	9	10	18	19	27
FORMAT	GTN NO			RATE / AMOUNT			CAP				
14	0	0	2					*			
14	0	0	2					*			
14	0	0	2					*			
14	0	0	2					*			

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		
C	14	0	0	3			460						*				*	
C	14	0	0	3			506		00106	6300			*	00053	3100		*	
C	14	0	0	3			507		00106	6300			*	00053	3100		*	
C	14	0	0	3			508		00106	6300			*	00053	3100		*	

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

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

BUC	R	S	D	E	H	U	P	C	C	EFFECTIVE DATE
61	62	63	64	65	66	71				
NX	C					07	01	09		
NX	C					07	01	09		
NX	C					07	01	09		
NX	C					07	01	09		

PREPARED BY:  DATE: 5/26/09

APPROVED BY: \_\_\_\_\_ DATE: \_\_\_\_\_