

Created on: February 3, 2010

Last Modified On: February 9, 2010

Service Request: SR82905

Title: Change the deduction percentages, caps, and flat dollar amounts associated with CNA Agency Fees and Charities.

Objective:

Modify CNA Agency Fee and Charity Deduction percentages.

Project Type:

PPS Control Table Updates

Requested by:

UCOP Labor Relations

Project Lead / Business Analyst:

Shaun Ruiz, Payroll Coordination

Due Date:

Date Mandated: Rates must be tested and distributed to campuses in time to affect February 2010 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 February 1, 2010; the University implements changes to the current deduction percentage associated with CNA agency fees and charities.

Agency Fee/Charities:

- Agency fee rates will be deducted as **89.07%** of dues up to a maximum of **\$91.27** per month.
- Employees working 30% or less will be assessed a flat dollar (reduced deduction) amount of **\$45.64**.

Modifications Requested

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

- 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 in this document can be implemented via Control Table changes (Attachment A). No program modifications are required.

Attachment A
(2 of 2)

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

CNA Agency Fee, Charities
Unrep (00)

A percentage should be entered with the integers prior to the implied decimal; for example, 15% should be entered as 00015.0000.



BUC	R	S	D	EFFECTIVE DATE
61 02	63	64	66	71

BUC	R	S	D	EFFECTIVE DATE
61 02	63	64	66	71

BUC	R	S	D	EFFECTIVE DATE
61 02	63	64	66	71
00				020110
00				020110
00				020110
00				020110

A/D	1	2	3	4	6	7	9	10	18
	14	001							
	14	001							
	14	001							
	14	001							

A/D	1	2	3	4	6	7	9	10	18	19	27
	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
C	14	003	460								91,2700		8907		45,6400		
C	14	003	506								91,2700		8907		45,6400		
C	14	003	507								91,2700		8907		45,6400		
C	14	003	508								91,2700		8907		45,6400		

PREPARED BY: Shawn Ruiz DATE: 2/3/10 APPROVED BY: _____ DATE: _____

RETENTION: ACCOUNTING: UNTIL ACTION TAKEN