Release 1280

Service Request 17164

CNA Dues and Agency Fee Modifications

Detailed Design
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Introduction

Employees belonging to the California Nurses’ Association (CNA) currently pay dues calculated as a flat-dollar amount each month. For biweekly employees, one-half of the total amount is deducted from each of the first two biweekly pay periods in a month. Upon implementation of Agency Fees for this union, a similar flat-dollar structure was established for the Agency Fee and the related charity deductions.

CNA has requested that the University modify the dues structure to allow the deduction of a lesser amount of dues and agency fees from the pay of part-time employees. Service request 17164 requests that PPS be modified to support this alternative deduction structure. Initially, employees working less than half time are to have the deduction amount limited to 75% of the full amount.

To accomplish this, the Benefits Rates Table (BRT) will be modified to allow the definition of two new elements:

- **threshold percentage** – the percentage of the available working hours in the pay period that an employee must work in order to be required to pay the full deduction amount

- **deduction percentage** – the percentage of the full deduction amount that an employee working less than the threshold percentage must pay

During compute processing, the total Regular Pay hours reported for the employee for the pay period will be compared to the total hours available in the pay period to determine the percentage of time actually worked by the employee. If that percentage equals or exceeds the **threshold percentage**, the employee will have the full deduction amount for the pay period taken. If the calculated percentage is less than the **threshold percentage**, the deduction amount to be taken will be calculated by multiplying the full deduction amount by the **deduction percentage**.

**Example:**

A dues-paying member at the Davis campus currently pays $36.75 each month, regardless of the time the employee actually works. For a biweekly employee, this deduction is calculated as $18.37 for one biweekly period and $18.38 for the other.

If the employee only works 40% time, however, under the new structure, the dues would be $27.56 (75% of $36.75). If the employee were a biweekly employee, the deduction would be taken as $13.78 for each of the first two biweekly periods in a month.

Note that the calculation is made on the reported hours for each individual pay period. Thus, if this employee had 32 hours (40% time) reported for the first biweekly period in the month, the deduction for that period would be $13.76, as calculated above. Should the employee work 40 hours (50% time) in the second biweekly period in the month, the deduction for that period would be either $18.37 or $18.38, depending upon the deduction schedule for that month. The calculation does **not** attempt to correct for the total hours reported during the month.
Database Changes

The PPPBRG and PPPBRGH tables will be modified to add two new columns, BRG_THRESHOLD_PCT and BRT_DEDUCTION_PCT, defining respectively the time threshold, below which the employee will be charged a reduced deduction amount, and the reduced deduction percentage.

Benefits Rates Table – Gross-to-Net Rates/Amounts (PPPBRG)

The existing table creation member (TBBRG00C) will be modified to include the two new columns:

```
CREATE TABLE PPPBRG
(BRG_CBUC             CHAR(02) NOT NULL,
 BRG_REP              CHAR(01) NOT NULL WITH DEFAULT,
 BRG_SHC              CHAR(01) NOT NULL WITH DEFAULT,
 BRG_DUC              CHAR(01) NOT NULL WITH DEFAULT,
 BRG_GTN_NUMBER       CHAR(03) NOT NULL WITH DEFAULT,
 BRG_RATE_AMOUNT      DECIMAL(9,4) NOT NULL WITH DEFAULT,
 BRG_MONTHLY_CAP      DECIMAL(9,4) NOT NULL WITH DEFAULT,
 BRG_LAST_ACTION      CHAR(01) NOT NULL WITH DEFAULT,
 BRG_LAST_ACTION_DT   DATE NOT NULL,
 BRG_MONTHLY_CAP2     DECIMAL(9,4) NOT NULL WITH DEFAULT,
 BRG_CAP_GROSS        DECIMAL(9,4) NOT NULL WITH DEFAULT,
 BRG_THRESHOLD_PCT    DECIMAL(9,4) NOT NULL WITH DEFAULT,
 BRG_DEDUCTION_PCT    DECIMAL(9,4) NOT NULL WITH DEFAULT,
 PRIMARY KEY  (BRG_CBUC, BRG_REP, BRG_SHC, BRG_DUC,
               BRG_GTN_NUMBER ) )
IN PPPCTL.PPPBRG         ;
```

The existing view creation member (PPPVZBRG) will be modified to include the two new columns:

```
CREATE VIEW PPPVZBRG_BRG
AS SELECT
 BRG_CBUC             ,
 BRG_REP              ,
 BRG_SHC              ,
 BRG_DUC              ,
 BRG_GTN_NUMBER       ,
 BRG_RATE_AMOUNT      ,
 BRG_MONTHLY_CAP      ,
 BRG_LAST_ACTION      ,
 BRG_LAST_ACTION_DT   ,
 BRG_MONTHLY_CAP2     ,
 BRG_CAP_GROSS        ,
 BRG_THRESHOLD_PCT    ,
 BRG_DEDUCTION_PCT    FROM PAYADM.PPPBRG;
```

A new alter table member, TBBRG02A, will be released to add the new columns:
ALTER TABLE PPPBRG
    ADD BRG_THRESHOLD_PCT DECIMAL(9,4) NOT NULL WITH DEFAULT;
COMMIT;
ALTER TABLE PPPBRG
    ADD BRG_DEDUCTION_PCT DECIMAL(9,4) NOT NULL WITH DEFAULT;
COMMIT;

History Benefits Rates Table – Gross-to-Net Rates/Amounts (PPPBRGH)

The existing table creation member (TBBRGH0C) will be modified to include the two new columns:

CREATE TABLE PPPBRGH
(BRG_CBUC             CHAR(02)     NOT NULL,
BRG_REP              CHAR(01)     NOT NULL WITH DEFAULT,
BRG_SHC              CHAR(01)     NOT NULL WITH DEFAULT,
BRG_DUC              CHAR(01)     NOT NULL WITH DEFAULT,
BRG_GTN_NUMBER       CHAR(03)     NOT NULL WITH DEFAULT,
SYSTEM_ENTRY_DATE    DATE         NOT NULL,
SYSTEM_ENTRY_TIME    TIME         NOT NULL,
BRG_RATE_AMOUNT      DECIMAL(9,4) NOT NULL WITH DEFAULT,
BRG_MONTHLY_CAP      DECIMAL(9,4) NOT NULL WITH DEFAULT,
BRG_LAST_ACTION      CHAR(01)     NOT NULL WITH DEFAULT,
BRG_LAST_ACTION_DT   DATE         NOT NULL,
BRG_MONTHLY_CAP2     DECIMAL(9,4) NOT NULL WITH DEFAULT,
BRG_CAP_GROSS        DECIMAL(9,4) NOT NULL WITH DEFAULT,
BRG_THRESHOLD_PCT    DECIMAL(9,4) NOT NULL WITH DEFAULT,
BRG_DEDUCTION_PCT    DECIMAL(9,4) NOT NULL WITH DEFAULT,
PRIMARY KEY  (BRG_CBUC,
BRG_REP,
BRG_SHC,
BRG_DUC,
BRG_GTN_NUMBER,
SYSTEM_ENTRY_DATE,
SYSTEM_ENTRY_TIME) )
IN PPPCDB.PPPBRGH
;

The existing view creation member (PPPVZBRGH) will be modified to include the two new columns:

CREATE VIEW PPPVBRGH_BRGH
AS SELECT
BRG_CBUC             ,
BRG_REP              ,
BRG_SHC              ,
BRG_DUC              ,
BRG_GTN_NUMBER       ,
SYSTEM_ENTRY_DATE    ,
SYSTEM_ENTRY_TIME    ,
BRG_RATE_AMOUNT      ,
BRG_MONTHLY_CAP      ,
BRG_LAST_ACTION      ,
BRG_LAST_ACTION_DT   ,
BRG_MONTHLY_CAP2     ,
BRG_CAP_GROSS

A new alter table member, TBBRGH2A, will be released to add the new columns:

```sql
ALTER TABLE PPPBRGH
  ADD BRG_THRESHOLD_PCT DECIMAL(9,4) NOT NULL WITH DEFAULT;
COMMIT;

ALTER TABLE PPPBRGH
  ADD BRG_DEDUCTION_PCT DECIMAL(9,4) NOT NULL WITH DEFAULT;
COMMIT;
```
Copymembers

CPWSXBRT

This copymember defines the VSAM Control Table record structure for the Benefits Rates Table. The two new fields will be added to the GTN segment.

```
*----------------------------------------------------------------
*            GROSS TO NET SEGMENT
*----------------------------------------------------------------
03  XBRT-GTN-SEGMENT    REDEFINES   XBRT-ADD-BENEFITS-INFO.
05  XBRT-GTN-RATE-AMOUNT        PIC  9(5)V9(4).
05  XBRT-GTN-MONTHLY-CAP        PIC  9(5)V9(4).
05  XBRT-GTN-MONTHLY-CAP2       PIC  9(5)V9(4).
05  XBRT-GTN-MONTHLY-CAP2-X     REDEFINES
XBRT-GTN-MONTHLY-CAP2       PIC  X(9).
05  XBRT-GTN-CAP-GROSS          PIC  9(5)V9(4).
05  XBRT-GTN-CAP-GROSS-X        REDEFINES
XBRT-GTN-CAP-GROSS          PIC  X(9).
05  XBRT-GTN-THRESHOLD-PCT      PIC  9(5)V9(4).
05  XBRT-GTN-THRESHOLD-PCT-X    REDEFINES
XBRT-GTN-THRESHOLD-PCT      PIC  X(9).
05  XBRT-GTN-DEDUCTION-PCT      PIC  9(5)V9(4).
05  XBRT-GTN-DEDUCTION-PCT-X    REDEFINES
XBRT-GTN-DEDUCTION-PCT      PIC  X(9).
05  FILLER                      PIC  X(174).
***** 05  FILLER                      PIC  X(156).
```

CPWSBRGH

This copymember defines the row structure for the History Control Database PPPBRG row. The two new fields will be added to the row.

```
*01  DCLPPPVBRGH-BRGH.
10  BRG-CBUC             PIC X(2).
10  BRG-REP              PIC X(1).
10  BRG-SHC              PIC X(1).
10  BRG-DUC              PIC X(1).
10  BRG-GTN-NUMBER       PIC X(3).
10  SYSTEM-ENTRY-DATE    PIC X(10).
10  SYSTEM-ENTRY-TIME    PIC X(8).
10  BRG-RATE-AMOUNT      PIC S99999V9999 USAGE COMP-3.
10  BRG-MONTHLY-CAP      PIC S99999V9999 USAGE COMP-3.
10  BRG-LAST-ACTION      PIC X(1).
10  BRG-LAST-ACTION-DT    PIC X(10).
10  BRG-MONTHLY-CAP2     PIC S99999V9999 USAGE COMP-3.
10  BRG-CAP-GROSS       PIC S99999V9999 USAGE COMP-3.
10  BRG-THRESHOLD-PCT    PIC S99999V9999 USAGE COMP-3.
10  BRG-DEDUCTION-PCT    PIC S99999V9999 USAGE COMP-3.
```
Programs

**PPP010**

PPP010 updates the VSAM Control Table. Code will be modified to add logic for the two new fields being added to the BRT. The new fields will be input as format ‘003’ transactions from form UPAY 712. Note that the fields are redefined on top of existing fields from format ‘002’ as these two calculation methodologies are mutually exclusive. See Appendix A for a sample of the modified UPAY 712 form.

```pli
01 BRTIN-GTN-FORMAT-001-DATA.
   05 FILLER         PIC X(3).
   05 BRTIN-GTN-FORMAT-TYPE PIC X(3).
      88 BRTIN-GTN-001 VALUE '001'.'.
      88 BRTIN-GTN-002 VALUE '002'.'.
      88 BRTIN-GTN-003 VALUE '003'.'.
   05 BRTIN-GTN-NUMBER   PIC 9(3).
   05 BRTIN-GTN-RATE-AMOUNT   PIC 9(5)V9(4).
   05 BRTIN-GTN-RATE-AMOUNTX REDEFINES
      BRTIN-GTN-RATE-AMOUNT   PIC X(9).
   05 BRTIN-GTN-MONTHLY-CAP2 REDEFINES
   05 BRTIN-GTN-PERCENTAGE   PIC 9(5)V9(4).
   05 FILLER                  PIC X(35).
```

The two new fields are both required to be numeric, and will be edited as follows:

```pli
IF BRTIN-GTN-THRESHOLD NOT NUMERIC
   MOVE M01740 TO ERROR-NO
   MOVE '1' TO TRAN-ERROR
   PERFORM INPUT-ERROR-WRITE-02700
   GO TO PROCESS-GTN-003-EXIT-51197
END-IF.

IF BRTIN-GTN-PERCENTAGE NOT NUMERIC
   MOVE M01746 TO ERROR-NO
   MOVE '1' TO TRAN-ERROR
   PERFORM INPUT-ERROR-WRITE-02700
   GO TO PROCESS-GTN-003-EXIT-51197
END-IF.
```

If either of these edits fails, the transaction will be rejected.

If the transaction passes the edits, then the two new fields will be moved from the input transaction to the new fields on the VSAM record defined by copymember CPWSXBRT (q.v.)

The two new fields and headers will be added to the Gross-to-Net portion of the PPP0114 Benefits Rates Table report. See Attachment B for a report sample.
PPP851 updates the DB2 Control Table Database from the VSAM version.

Code will be added to move the two new fields on the VSAM Benefits Rates Table record (see CPWSXBRT) to the two new columns on the PPPBRG table (see INCLUDE member PPPVZBRG).

PPP400 performs deduction and net calculations for compute processing. In order to perform the desired calculation for CNA Dues, Agency Fees, and Charity deductions, the GTN entries involved with these deductions must be modified to trigger a new calculation routine, 18. This is a Conditional trigger in that the calculation routine will only be performed if the employee has a non-zero ‘G’ balance for the deduction, indicating that the employee is enrolled. Note that the ‘G’ balance may be the full, flat-dollar amount of the deduction to be taken, but it need not be, as the actual amount may be stored as a parameter or on the BRT table itself. The ‘usage’ field of the GTN entry indicates the source of the deduction amount.

PPP400 already has the number of working days in each of the periods being paid during this execution of the compute. Logic will be added to compute the number of working hours in each cycle and store the values for subsequent use.

```
*----> Compute the number of working hours in each cycle
    PERFORM VARYING P1 FROM +1 BY +1
    UNTIL P1 > +4
        OR XPCR-CYCLE-TYPE (P1) = SPACES
    COMPUTE WS-WORK-HOURS (P1) = XSP-PARAM (40) * XPCR-CYCLE-WORK-DAYS (P1)
END-PERFORM.
```

In the above calculation, the value of System Parameter 040, gives the number of working hours in a standard work day.

PPP400 already retrieves data from the BRT for calculation routine 15 deductions. The existing logic will be modified to also retrieve the two new columns added to the BRT for calculation routine 18. Note that these columns will always exist, although they will be zero for deductions other than calculation routine 18.

When a deduction request calculation routine 18, and when the employee’s ‘G’ balance for the deduction is non-zero, new logic in PPP400 will retrieve the necessary data from the BRT and then calculate the deduction to be taken.

```
MOVE XDSA-SB1 TO WS-HD-BRT-GTN.
PERFORM GET-BRT-DATA-1230.
*----> Convert the factor percentage to a fraction
EVALUATE XGTN-USAGE
```
WHEN 'F'
  IF WS-PCT-TIME < WS-HD-BRT-THR-PCT
    COMPUTE KNET-DED-TO-TAKE ROUNDED =
        KNET-DED-BALAMT-GTN *
        WS-HD-BRT-DED-PCT
  ELSE
    MOVE KNET-DED-BALAMT-GTN TO KNET-DED-TO-TAKE
  END-IF
WHEN '1'
  IF WS-PCT-TIME < WS-HD-BRT-THR-PCT
    COMPUTE KNET-DED-TO-TAKE ROUNDED =
        KNET-DED-PARAMETER *
        WS-HD-BRT-DED-PCT
  ELSE
    MOVE KNET-DED-PARAMETER TO KNET-DED-TO-TAKE
  END-IF
WHEN 'B'
  IF WS-PCT-TIME < WS-HD-BRT-THR-PCT
    COMPUTE KNET-DED-TO-TAKE ROUNDED =
        WS-HD-BRT-RATE *
        WS-HD-BRT-DED-PCT
  ELSE
    MOVE WS-HD-BRT-RATE TO KNET-DED-TO-TAKE
  END-IF
END-EVALUATE.

At this point, the calculation of the deduction is complete, however PPP400 always calls PPNETCLC when a calculation is involved. PPNETCLC normally does the actual deduction calculation for these cases, however, for calculation routine 18 there is nothing left to do, so PPNETCLC (q.v.) simply returns immediately.

**PPNETCLC**

As mentioned above, PPP400 does not leave any portion of calculation routine 18 processing to be completed by PPNETCLC, so logic will be added to PPNETCLC to simply recognize calculation routine 18 and return immediately.

**PPRCNET**

PPRCNET performs deduction and net calculations for Rush Checks processing. Parallel code changes to those made in PPP400 will be made in PPRCNET for the computation of calculation routine 18 deductions.

*Note that at this time, the Rush Checks process does not automatically calculate deductions for GTN entries with schedules ‘A’ or ‘B’. This is because the routine does not have an association of the pay being calculated with a specific pay period, so the proper deduction schedule cannot be calculated, nor can the number of working hours be determined. Thus, the logic being added to PPRCNET in response to this service request is not functional. The logic will be added anyway, so that if and when the Rush Checks process is modified to allow automatic calculation of these deductions, the necessary computation logic will be present.*
**PPPBRGHUP**

PPPBRGHUP performs the update function for Control History Database (CDB) updates to the PPPBRGH table, reflecting changes made to the Control Database PPPBRG table. Logic will be added to include the two new columns added to PPPBRG in the update of PPPBRGH.
Include Members

**PPPVZBRG**

The two columns newly-added to the PPPBRG table will be added to this INCLUDE member, which defines the working storage and whole table view of the PPPBRG table view PPPVZBRG_BRG.

*01 DCLPPPVZBRG-BRG.
10 BRG-CBUC PIC X(2).
10 BRG-REP PIC X(1).
10 BRG-SHC PIC X(1).
10 BRG-DUC PIC X(1).
10 BRG-GTN-NUMBER PIC X(3).
10 BRG-RATE-AMOUNT PIC S99999V9999 USAGE COMP-3.
10 BRG-MONTHLY-CAP PIC S99999V9999 USAGE COMP-3.
10 BRG-LAST-ACTION PIC X(1).
10 BRG-LAST-ACTION-DT PIC X(10).
10 BRG-MONTHLY-CAP2 PIC S99999V9999 USAGE COMP-3.
10 BRG-CAP-GROSS PIC S99999V9999 USAGE COMP-3.
10 BRG-THRESHOLD-PCT PIC S99999V9999 USAGE COMP-3.
10 BRG-DEDUCTION-PCT PIC S99999V9999 USAGE COMP-3.

*****************************************************************
* THE NUMBER OF COLUMNS DESCRIBED BY THIS DECLARATION IS 13     *
*****************************************************************

EXEC SQL DECLARE PPPVZBRG_BRG TABLE
( BRG_CBUC                       CHAR(2) NOT NULL,
  BRG_REP                        CHAR(1) NOT NULL,
  BRG_SHC                        CHAR(1) NOT NULL,
  BRG_DUC                        CHAR(1) NOT NULL,
  BRG_GTN_NUMBER                 CHAR(3) NOT NULL,
  BRG_RATE_AMOUNT                DECIMAL(9, 4) NOT NULL,
  BRG_MONTLY_CAP                 DECIMAL(9, 4) NOT NULL,
  BRG_LAST_ACTION                CHAR(1) NOT NULL,
  BRG_LAST_ACTION_DT             DATE NOT NULL,
  BRG_MONTLY_CAP2                DECIMAL(9, 4) NOT NULL,
  BRG_CAP_GROSS                  DECIMAL(9, 4) NOT NULL,
  BRG_THRESHOLD_PCT              DECIMAL(9, 4) NOT NULL,
  BRG_DEDUCTION_PCT              DECIMAL(9, 4) NOT NULL
) END-EXEC.

**PPPVBRGH**

The two columns newly-added to the PPPBRGH table will be added to this INCLUDE member, which defines the working storage and whole table view of the PPPBRGH table view PPPVZBRGHRGH.

*01 DCLPPPVBRGH-BRGH.
10 BRG-CBUC PIC X(2).
10 BRG-REP PIC X(1).
10 BRG-SHC PIC X(1).
10 BRG-DUC PIC X(1).
10 BRG-GTN-NUMBER PIC X(3).
10 SYSTEM-ENTRY-DATE   PIC X(10).
10 SYSTEM-ENTRY-TIME   PIC X(8).
10 BRG-RATE-AMOUNT     PIC S99999V9999 USAGE COMP-3.
10 BRG-MONTHLY-CAP     PIC S99999V9999 USAGE COMP-3.
10 BRG-LAST-ACTION     PIC X(1).
10 BRG-LAST-ACTION-DT  PIC X(10).
10 BRG-MONTHLY-CAP2    PIC S99999V9999 USAGE COMP-3.
10 BRG-CAP-GROSS       PIC S99999V9999 USAGE COMP-3.
10 BRG-THRESHOLD-PCT   PIC S99999V9999 USAGE COMP-3.
10 BRG-DEDUCTION-PCT   PIC S99999V9999 USAGE COMP-3.

*****************************************************************
* THE NUMBER OF COLUMNS DESCRIBED BY THIS DECLARATION IS 15     *
*****************************************************************
*****************************************************************
* DCLGEN TABLE(PPPVBRGH_BRGH)                                   *
*        LIBRARY(PAYCXD.TEST.INCLUDE(PPPVBRGH))                 *
*        ACTION(REPLACE)                                        *
*        APOST                                                  *
* ... IS THE DCLGEN COMMAND THAT MADE THE FOLLOWING STATEMENTS  *
*****************************************************************
EXEC SQL DECLARE PPPVBRGH_BRGH TABLE
(    BRG_CBUC CHAR(2) NOT NULL,
    BRG_REP CHAR(1) NOT NULL,
    BRG_SHC CHAR(1) NOT NULL,
    BRG_DUC CHAR(1) NOT NULL,
    BRG_GTN_NUMBER CHAR(3) NOT NULL,
    SYSTEM_ENTRY_DATE DATE NOT NULL,
    SYSTEM_ENTRY_TIME TIME NOT NULL,
    BRG_RATE_AMOUNT DECIMAL(9, 4) NOT NULL,
    BRG_MONTHLY_CAP DECIMAL(9, 4) NOT NULL,
    BRG_LAST_ACTION CHAR(1) NOT NULL,
    BRG_LAST_ACTION_DT DATE NOT NULL,
    BRG_MONTHLY_CAP2 DECIMAL(9, 4) NOT NULL,
    BRG_CAP_GROSS DECIMAL(9, 4) NOT NULL,
    BRG_THRESHOLD_PCT DECIMAL(9, 4) NOT NULL,
    BRG_DEDUCTION_PCT DECIMAL(9, 4) NOT NULL
) END-EXEC.
Forms

**UPAY712: Benefits Rates Table Gross-to-Net Rates/Amounts**

A new format (003) was added to this form. To make room for it, some of the format 001 and format 002 lines were removed.

The new format allows entry of the following fields:

- Add/Delete Indicator
- Gross-to-Net Number
- Rate/Amount – the monthly flat-dollar deduction amount to be taken. This field is only completed for GTN entries with USAGE=B. For other usage codes, this field should be left blank.
- Threshold Percent – The working hours threshold, specified as a percentage of full time, below which the deduction amount should be reduced to the percentage specified in the next field.
- Deduction Percent – The percentage of the deduction amount that should be taken if the employees percent of time for the pay period falls below the threshold percentage specified in the previous field.
- BUC (Bargaining Unit Code)
- REP (Representation Code)
- SHC (Special Handling Code)
- DUC (Distribution Unit Code)
- Effective Date

There *must* be a format 003 entry on the BRT for every Gross-to-Net entry specifying the use of calculation routine 18. Entries should be made both for the default unit (BUC=00, REP, SHC, and DUC all blank), as well as for any specific combinations of collective bargaining codes for which the deductions are established.

For this particular release, both default and BUC=NX, REP=C entries are made for the CNA dues GTN, the CNA Agency Fee GTN, and each of the three CNA charity GTNs. Of these entries, the only one that an employee who is not a covered nurse should have is possibly a dues deduction, but the default entries must still be set up to avoid problems with the compute.

A sample of the form is included with this document in Appendix B.
Table Updates

Note that the transactions shown below assume the base assignment of GTN entries related to CNA, as follows:

<table>
<thead>
<tr>
<th>GTN</th>
<th>Deduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>077</td>
<td>Dues</td>
</tr>
<tr>
<td>460</td>
<td>Agency Fee</td>
</tr>
<tr>
<td>506</td>
<td>Pediatric AIDS</td>
</tr>
<tr>
<td>507</td>
<td>Komen Foundation</td>
</tr>
<tr>
<td>508</td>
<td>OX Fam</td>
</tr>
</tbody>
</table>

System Messages Table

Two new messages will be added for the PPP010 edits on the new fields for the BRT Format 003 transactions. These transactions should be applied both in test and production.

- A08017400104055BENEFITS RATES - THRESHOLD MUST BE NUMERIC
- A08017460104055BENEFITS RATES - PERCENTAGE MUST BE NUMERIC

Gross-to-Net Table

The calculation routine must be set to 18-C (conditional), for the CNA Dues, Agency Fee, and Charity GTN table entries. These transactions are for testing only. They may be used in production with the approval of the campus Payroll Manager and after the GTN number assignments have been reviewed to make certain that they agree with the local production table and after the priority numbers have been changed to agree with the local table.

<table>
<thead>
<tr>
<th>GTN</th>
<th>Deduction</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>C0216700771</td>
<td></td>
<td>18C</td>
</tr>
<tr>
<td>C0216714601</td>
<td></td>
<td>18C</td>
</tr>
<tr>
<td>C0216725061</td>
<td></td>
<td>18C</td>
</tr>
<tr>
<td>C0216735071</td>
<td></td>
<td>18C</td>
</tr>
<tr>
<td>C0216745081</td>
<td></td>
<td>18C</td>
</tr>
</tbody>
</table>

Benefits Rates Table

New format 003 entries must be added to the Benefits Rates Table for CNA Dues, Agency Fee, and Charity GTN entries. As mentioned earlier, both default and NX-C entries must be made. These transactions are for testing, but may also be used in production with the approval of the campus Payroll Manager and a review of the GTN number assignments to see if they agree with local convention.
<table>
<thead>
<tr>
<th>Item Code</th>
<th>Description</th>
<th>Code</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>A14003077</td>
<td></td>
<td>000500000000750000</td>
<td>00</td>
</tr>
<tr>
<td>A14003460</td>
<td></td>
<td>000500000000750000</td>
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## BENEFITS RATES TABLE
### GROSS-TO-Net Rates/Amounts
**FORMAT 001 & 002 & 003**

**UPAY712 (R4/00) R1280**

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

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**PREPARED BY:**

**DATE:**

**APPROVED BY:**

**DATE:**

**RETENTION:** ACCOUNTING: UNTIL ACTION TAKEN
## Appendix B – Report PPP0114

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