This release provides changes to the payroll compute process in support of a new deduction calculation routine. Calculation Routine 18 allows the implementation of a two-tiered flat dollar deduction amount such that employees working less than a specified percentage of the total hours in a pay period will only pay a pre-set percentage of the total deduction amount.

Note that this is the first of two related releases. It implements the two-tiered calculation as defined above. In accordance with the University’s agreement with the California Nurses’ Association (CNA), Agency Fees withheld from employees prior to the implementation of these changes will be subject to a refund if the employee would have qualified for the reduced deduction amount. The second release will consist of a one-time program to identify those employees qualified to receive the refund and generate the appropriate refund transaction for them.

**Service Request 17164**

This Service Request asks for the implementation of a two-tiered structure for both union dues and fair-share deductions taken from employees on behalf of the CNA. Currently, CNA dues are a flat dollar amount, which varies from campus to campus. It is now requested that the amount of dues taken vary, depending upon whether the employee is full or part-time. Initially, the request specifies that employees working less than 50% time would pay only 75% of the full dues or fair share fee, although both percentages are subject to change.
**Programs**

**PPP010**
PPP010 has been modified to accept an additional format (003) transaction for the Gross-to-Net Rates/Amounts section of the Benefits Rates Table. This format allows the specification of a Rate or Amount, a Threshold Percent, and a Deduction Percent for deductions making use of Calculation Routine 18.

**PPP851**
Processing has been added for the new BRT GTN Format 003 data, which is carried on the PPPBRG table.

**PPBRGHUP**
Processing has been added for the two new columns that were added to the PPPBRG table.

**PPP400**
Processing was added to PPP400 in three areas:

1. Logic to calculate the number of work hours for each pay period being processed in the current execution
2. Logic to fetch the two newly added columns from the PPPBRG table whenever data is fetched from that table.
3. Logic to perform the computations required for the new Calculation Routine 18 Gross-to-Net entries. Note that unlike other special calculation routines in PPP400, this routine performs all of the required calculations and computes the deduction to be taken directly.

**PPRCNET**
PPRCNET is the rush check analog of PPP400, so similar changes were made to this program to support Calculation Routine 18 Gross-to-Net entries. Note that at the present time, the rush check routines do not support automatic calculation of any Gross-to-Net entry with schedule code ‘A’ or ‘B’. One of the reasons for this is that the rush check routines cannot presently determine the deduction schedule for the cycle being paid. This also means that the rush check routines do not know the number of working hours in the period being paid.

**PPNETCLC**
PPP400 and PPRCNET both unconditionally call PPNETCLC for any Gross-to-Net entry with a special calculation routine. Calculation Routine 18 was therefore added to this routine, but since PPP400 and PPRCNET both complete the computations for this routine, all PPNETCLC does is immediately return to the calling program.

**Copymembers**

**CPWSXBRT**
Two new fields to hold the Threshold Percentage and Deduction Percentage were added to this copymember that defines the VSAM Control Table record structure for the Benefits Rates Table.

**CPWSBRGH**
Two new fields to hold the Threshold Percentage and Deduction Percentage were added to this copymember that defines the row structure for the History Control Database PPPBRG Table.
DDL Members

TBBRG00C
This DDL is the table creation member for the PPPBRG table. Two new fields for the Threshold Percentage and the Deduction Percentage have been added to the table.

TBBRG02A
This new DDL member alters the PPPBRG table to add the new Threshold Percentage and Deduction Percentage fields.

TBBRGH0C
This DDL is the table creation member for the PPPBRGH table. Two new fields for the Threshold Percentage and the Deduction Percentage have been added to the table.

TBBRGH2A
This new DDL member alters the PPPBRGH table to add the new Threshold Percentage and Deduction Percentage fields.

PPPVZBRG
This is the whole table view of the PPPBRG table. It has been modified to include the new Threshold Percentage and Deduction Percentage fields.

PPPVBRGH
This is the whole table view of the PPPBRGH table. It has been modified to include the new Threshold Percentage and Deduction Percentage fields.

Include Members

PPPVZBRG
This Include member defines the working storage and whole table view of the PPPBRG table view PPPVZBRG_BRG. It has been modified to include the new Threshold Percentage and Deduction Percentage fields.

PPPVBRGH
This Include member defines the working storage and whole table view of the PPPBRGH table view PPPVZBRGH_BRGH. It has been modified to include the new Threshold Percentage and Deduction Percentage fields.

Forms

UPAY 712
A new entry (Format 003) has been added to this table. This format is used only for calculation routine 18 deduction entries, and allows specification of the Threshold Percentage and the Deduction Percentage (as well as the deduction amount, if the usage specifies that it should be located on the Benefits Rates Table).

Table Updates

System Messages Table
Two new messages have been added to this table to support PPP010 edits on the fields newly-added to the Benefits Rates Table. These transactions are for both test and production.
Gross-to-Net Table

Existing entries for CNA Dues, Agency Fee, and Charities have been modified to set the calculation routine to 18-C for each of them. These transactions as issued are for testing only. They may be used for production with the approval of the campus Payroll Manager. Note that the GTN numbers used should be reviewed and changed if necessary to match local campus practice. It will also be necessary to modify the GTN priority to match priorities assigned at the campus.

Benefits Rates Table

New format 003 entries have been added to the Benefits Rates Table for CNA Dues, Agency Fee, and Charities. Entries for both the default unit (00) and unit NX-Covered are added. These transactions as issued are for testing only. They may be used for production with the approval of the campus Payroll Manager. Note that the GTN numbers used should be reviewed and changed if necessary to match local campus practice.

Test Plan

The Test Plan is provided as a separate document. As always, campuses are encouraged to use the base test plan, augmenting as desired with local test conditions.

Installation Instructions

The Installation Instructions are provided as a separate document.

Timing of Installation

The installation of this release is date-mandated. The release should be installed in time for the earliest of the following computes at your campus:

- SM pay dated 4/21/00
- BW pay dated 4/26/00
- MO pay dated 5/1/00

The refund program to be released following this one will calculate refunds from the inception of CNA Agency Fees through the cycle immediately previous to the one used above at your location.

As usual, campuses are encouraged to install this release in as timely a fashion as possible and in the normal numeric sequence.

If there are any questions, please send electronic mail to Jerry.Wilcox@ucop.edu, or call at (510) 987-0516.

Jerry Wilcox

cc: Jim Dolgonas
    Jerry Wilcox