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Re: Release: 1339
Service Request: 17654
Error Reports: 1725, 1726
Programs: PPP400
Copymembers: None
Include Members: None
DDL Members: None
Bind Members: None
CICS Maps: None
Forms: None
Table Updates: None
Urgency: Urgent

Service Request 17654

The University of California entered into an agreement with the United Auto Workers to represent the Academic Student Employees. The UAW Membership Card (an Employee Organization Payroll Deduction Authorization), states “I recognize and acknowledge that the deductions will be taken only during periods of time in which I am receiving a paycheck for work performed in positions in the bargaining unit represented by the Organization and that this card is to remain in effect for all such periods of time.” This statement requires that dues deductions should be blocked when a UAW member moves out of a covered position. This requirement conflicts with Release 1309; Multiple Dues, which enables individuals who are unrepresented to pay dues to the Union(s) of their choice in addition to each Unit in which they hold a current appointment. After consultation with the Office of General Counsel it was agreed that steps would be taken to limit UAW dues deductions to earnings within the BX unit which UAW represents.

Release 1309 modified the Personnel Payroll System (PPS) to allow individuals who hold a Title Unit Code (TUC) of ‘99” (No Bargaining Unit) to become a member of any one of the Unions holding agreements with the University of California and to initiate payroll deductions to that Union based on the employee’s total gross earnings. Therefore, currently, an employee may hold either a ‘BX’ TUC or a ‘99’ TUC to establish dues deductions to the UAW. Should an employee join the UAW when holding a ‘BX’ appointment and then move into a ‘99’ appointment the dues deduction will continue however, the calculation will be changed from within unit earnings while holding the BX appointment to total gross earnings after leaving the unit.

Since this open dues process is no longer suitable for the BX unit, release modifications will limit deduction activity for the BX unit so that Dues development will be strictly reserved for only those employees paid in Title Codes covered by that unit. That is, regardless of enrollment, the BX Dues Deduction (GTN 377) will be based only on pay received for a BX represented Title. Thus, when a UAW member moves into an appointment which is not in the BX unit, their dues activity will be blocked. Moreover, if that individual moves back into the BX unit without a break in service, their dues activity will resume based on new earnings in the unit.
When a Dues, Agency Fee, or Charity deduction is to be calculated based on earnings within the unit, program PPP400 examines all payments on the employee's PAR record in order to accumulate eligible "unit" amounts.

It is possible under these conditions that prior period reduction of pay adjustments may cause the total pay for any one unit to be negative. Under this circumstance, a negative deduction (treated like a refund) will be erroneously calculated. These calculations based on negative earnings are inaccurate and should be blocked.

If an employee is enrolled in both an "NX" unit deduction (Dues, Agency Fee, or Charity) and a non-NX unit deduction and receives pay during a Special ("XX") Compute Pay Cycle, program PPP400 may abnormally terminate because of a "zero divide" problem.

The NX unit (CNA) uses an hours threshold fixed deduction computation that was not properly initialized for a Special "XX" Pay Cycle. That is, although the NX deduction is not normally developed for Special XX Pay Cycles, work areas in common with potentially linked unit deductions were not properly initialized.

Currently, the Calculation 15 routine (handles dues and Agency Fee calculations) determines whether “unit only” pay or “all” pay is proper for a given individual’s dues deduction calculation. When the employee is enrolled in dues and the matching PPPBUF Dues Base indicator specifies "unit" pay, a special pre-examination of PAR payments and EDB appointments is made. If the dues associated TUC value is present on at least one entered payment or active appointment, then “unit” only grosses are developed and used for calculation. Otherwise, the PPPBUF Dues Base indicator is overridden and all eligible PAR payments, regardless of TUC value, will be summed and used for the dues calculation.

This release contains modifications so that for the BX unit, the PPPBUF Dues Base indicator will not be overridden. That is, when the BX unit is indicated, there will be no pre-examination of payments or appointments. Instead, there will be strict adherence to the “unit” only value contained on the PPPBUF table for the BX unit.

As an additional change to PPP400, the total “unit” gross developed from PAR payments will be examined and, when less than zero, will be reset to a value of zero. In this manner, the negative deductions described by Error Report 1725 will be prevented.

Modifications to PPP400 will also include avoidance of the NX unit work area problem encountered during Special “XX” Pay Cycles (Error Report 1726).

A complete test plan is provided with this release. Campuses are encouraged to use the base system test materials in addition to performing any other desired local tests.

Installation of this release requires the following steps:

1. Install the modified COBOL member PPP400.
2. DB2 Pre-compile, Compile and link modified “Batch Only” program PPP400 into the Batch Loadlib.
3. Bind program PPP400.
4. Execute and verify the prescribed test runs.
5. Install the modified object into production.

**Timing of Installation**

The installation of this release is urgent in order to promote compliance with the BX unit agreement, as well as preventing the anomalies described in Error Reports 1725 and 1726.

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