SERVICE REQUEST 17839

PPS Changes: UAW Initiation Fee Deduction Limitation
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Overview

The University of California entered an agreement with the United Auto Workers (UAW) union representing the Academic Student Employees. The UAW Membership Card, which is 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 initiation fee deductions, in addition to dues deductions, should not be withheld when a UAW member shows no earnings in a covered position at the time the fee is processed.

Current Process

Release 1339 modified the Personnel Payroll System (PPS) to withhold dues, Agency Fee or Charity deduction calculations in the BX (UAW) unit on within-unit earnings only. However, Gross-to-Net number 487 was established as a one-time fee ($10) and was not set up to be withheld from within-unit earnings only. Therefore when an employee signs up for membership in the UAW and he/she does not concurrently hold a BX covered appointment the one-time initiation fee is withdrawn from earnings outside the BX unit.

Proposed Modification

A facility must be established which allows that during a payroll compute cycle whenever the PPS finds an employee with GTN 487, the system must verify that the collective bargaining unit associated with the earnings is BX. If the unit associated with the earnings is not BX, the compute should bypass and suspend GTN 487 initiation fee amount.