Service Request 17839

The University’s agreement with the United Auto Workers (UAW), which represents the Academic Student Employees, requires that initiation fee deductions, in addition to dues deductions, should be blocked when a UAW member shows no earnings in a covered position at the time the fee is processed. The fee must then be held in abeyance until the employee receives eligible unit earnings on their payroll activity records.

Release 1339 modified the Personnel Payroll System (PPS) to require that dues, Agency Fee or Charity deduction calculations in the BX (UAW) unit to be based on within-unit earnings only. However, Gross-to-Net number 487 was established as a one-time Initiation fee but was not programmed to identify earnings from which the fee of $10 is assessed. Therefore when an employee signs up for membership in the UAW and they do not concurrently hold a BX covered appointment the fee is improperly withdrawn from earnings outside the BX unit.

In order to meet the terms of the UAW agreement, the modifications in this current release will cause the BX Initiation Fee (GTN 487) not to be processed until such time as the BX unit earnings are equal to or exceed the combined total of both the Dues deduction and the Initiation Fee deduction.

Programs

PPP400

On control break of Employee ID, a BX Initiation Switch will be set to an “off” value.

During the current deduction calculation processes, just prior to return from the Calculation-15 (Dues, Agency Fee, Charities) routine, the GTN Number being processed will be examined. Since the Calculation 15 routine entry is conditional, the presence of the deduction’s non-zero GTN “G” Balance (and hence enrollment) is implied. When the deduction being processed is BX
Dues (GTN 377) and the BX Initiation Fee has not yet been taken (as indicated by the GTN 487 enrollment), the BX Initiation Switch will be set to the “on” value when the following is true:

The BX Unit Gross is not less than the sum of the BX Dues Deduction plus the anticipated BX Initiation Fee deduction.

PPNETCLC

PPNETCLC is called by the batch compute process as well as the on-line Rush Check process. It performs the special derivations associated with GTN Special Calculation routines. The GTN Calculation routine “50” has been added to PPNETCLC to perform the BX Initiation Fee deduction derivation (see GTN Table Update, below). This routine will cause the BX Initiation Fee not to be processed unless the BX Initiation Switch has been set “on”. Otherwise, the BX Initiation Fee will be calculated according to normal Gross-to-Net Table criteria (i.e., in this case, a Declining Balance function).

PPRCNET

Because of the possible time lag between the EDB update for Rush Check issuance and the current calculation for Payroll Compute cycles in progress, it could be possible that the BX Initiation Fee be taken twice. To avoid this possibility, it has been decided not to process the Initiation Fee during the Rush Check issuance. Therefore, the BX Initiation Switch will be initialized to “off” so that PPNETCLC will bypass the deduction when called from the Rush Check process.

Copymembers

CPLINKNET

The BX Initiation Switch to this linkage area copymember.

CPWSXIC2

The GTN Numbers for the BX Dues deduction (GTN 377) and the BX Initiation Fee (GTN 487) have been defined here for program use.

Control Table Updates

Gross-to-Net Table

The BX Initiation Fee (GTN 487) deduction must be processed after the BX dues deduction. Therefore, GTN 487 must be deleted under the current local GTN Priority and then added back to the table using the same local Priority as the BX Dues deduction (i.e., GTN 377). That is, when the two deductions have the same GTN Priority, the Dues (a smaller GTN Number) will be properly processed before the Initiation Fee. Note that Special Calculation Routine “50” is now established for the Initiation Fee. Also, the GTN Schedules (Semi-Monthly, Biweekly, and Monthly) for the Initiation Fee are set to a value of “X”. This will allow that the Initiation Fee be taken, in whole, the first time that the employee receives adequate unit pay regardless of whether the payment is ‘on’ or ‘off’ cycle.

Test Plan

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 Instructions

Installation Instructions are provided as a separate document.
Timing of Installation

The installation of this release is urgent in order to promote compliance with the BX unit agreement. Note that program modifications in this release were built on modifications contained in Release 1371. Therefore, Release 1371 must be installed prior to the installation of this current release.

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