Service Request 14861
AFSCME PAC Deductions – Phase II

Detail Design
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INTRODUCTION

Service Request 14861

The University has agreed to make available payroll deductions for employee organization sponsored political action contributions (PAC). The first employee organization participating in such an arrangement is the American Federation of State, County and Municipal Employees; the exclusive representative for two system-wide bargaining units and one local bargaining unit. As a condition of participation in the AFSCME PAC plan, an employee must be a dues-paying AFSCME member. Consequently, locations must determine manually whether an employee has enrollment in AFSCME dues before activating the employee’s authorization for AFSCME PAC deductions. Service Request 14861 asks for automation of various edits and eligibility criteria.

As an interim measure, Release 1384 modified the PPS (Payroll/Personnel System), such that the AFSCME PAC deductions and associated Title Unit Codes were added to the Installation Constants in copymember CPWSXIC2 so that the collected amounts may be reported via the standard Union Deduction File (from PPP495). This is Phase I of this service request.

Phase II of this service request asks that the PPS be modified to ascertain whether an employee is a dues-paying AFSCME member before allowing the employee to enroll in AFSCME PAC deductions. In addition, when an employee cancels or is de-enrolled from AFSCME dues deductions and the user does not perform explicit maintenance on the AFSCME PAC deduction, the PPS should automatically cancel the PAC deduction.
Overview

System File Changes
A new column named BUF-BUC-ORGNZ-LINK will be added to the Bargaining Unit Agency Fee Table (PPPBUF).

Control Table Edits
Logic will be added to edit the input Bargaining Unit Organization Link on the BUT update transaction.

EDB File Maintenance Edits
Consistency edits will be added to the EDB File Maintenance Process to check whether an employee is eligible to enroll in Political Action Contribution (PAC) deduction.

Form Changes
UPAY565E form will be modified such that the Bargaining Unit Organization Link will be added to column 39.
Copymember Change

**CPWSBUFT**
Currently, this copymember contains the Agency Fee Data Array.

Since the Agency Fee Data Array contains all related agency fee data from the PPBUF table, with the exception of the Last Action Indicator and Last Action Date, the Bargaining Unit Organization Link field will be added to this copymember.

As of a result of this copymember not defined as an EXTERNAL in modules PPEG201 and PPEM201, and program PPP400, re-compiles of these modules and program are not necessary.

**CPWSGETM**
This copymember contains the linkage to communicate with program PPGETMN.

The Resource ID for the DB2 PPPBUF table will be added to this copymember.

**CPWSXCWA**
This copymember contains the pointer definitions for the CICS Communication Work Area (CWA).

A pointer definition for the DB2 PPPBUF Table will be added to this copymember.

**CPWSX BUT**
This copymember contains campus-specific data used in various processes.

This copymember will be modified such that a one-byte BUF-ORG-LINK field will be added to the Agency Fee data segment.

**CPWSRBUF**
This new copymember will contain the array of the Agency Fee information from the DB2 PPPBUF Table. It will be defined as having a maximum of 50 occurrences, but will be allocated on the basis of actual BUF records on the PPPBUF Table.

**CPWSXIC2**
This copymember contains campus-specific data used in various processes.

Release 1384 added AFSCME PAC GTN numbers and associated Title Unit Codes to the Union GTN Array for usage in program PPP495.

Currently, each entry in the existing IDC-UNION-GTN-ARRAY contains the specific Title Unit Code and the GTN Number. This copymember will be changed to include a Political Action Contribution (PAC) Deduction Indicator to the existing IDC-UNION-GTN-ARRAY that will identify whether the specific
GTN number is a Political Action Contribution deduction. Thus, a value of ‘P’ will be placed in the PAC Deduction Indicator field of the IDC-UNION-GTN-ARRAY for each GTN number that is associated with a PAC Deduction.

Campuses that have campus-specific PAC GTN numbers should update this copymember by placing a value of ‘P’ in the PAC Deduction Indicator field.

In addition, this copymember will be modified to define the maximum number of Agency Fee entries allowed to 200.

**CPWSXIDC**

This copymember will be modified by the addition of the maximum number of Agency Fee entries (set to a value of 200).
**DDL Changes**

**TBBUF00C**

This DDL member creates the PPPBUF Table which supports the Agency Fee processing.

A new column named BUF_BUC_ORGNZ_LINK will be added.

**TBBUF01A**

This DDL member will contain the ALTER statements to add column name of BUF_BUC_ORGNZ_LINK.

**PPPVZBUF**

This DDL member creates the view PPPVZBUF_BUF.

A new column will be added with a column name of BUF_BUC_ORGNZ_LINK.
Include Member Changes

*PPPZBUF*

This include member contains the COBOL field definitions and the DB2 column definitions.

The COBOL field name of BUF-BUC-ORGNZ-LINK and the DB2 column name of BUF_BUC_ORGNZ_LINK will be added to the Include member.
Program Changes

**PPEULOAD**

This CICS program will be modified to add the code to reference the DB2 PPPBUF pointer in the FREEMAIN phase of CICS.

**PPGETMN**

This CICS program will be modified to add the code to reference the DB2 PPPBUF pointer in the GETMAIN and FREEMAIN phases of CICS.

**PPP010**

This program will be modified to edit the input BUF-BUC-ORGZ-LINK value associated with the Agency Fee Information portion of the Bargaining Unit table. That is, an edit will be added to check for a valid value of ‘E’ in the input Bargaining Unit Organization Link field.

Initially, the input BUF-BUC-ORGZ-LINK value on the update transactions will be applicable for those bargaining units that are associated with the American Federation of State, County, and Municipal Employees (AFSCME) organization. Thus, a value of ‘E’ on the BUF-BUC-ORGZ-LINK field of the BUF record in the PPPBUF Table will link specific bargaining units to the AFSCME organization.

Note that to link other bargaining units to a specific employee organization in the future; PPP010 should be changed to add another valid BUFG-BUC-ORGN-LINK value to the existing conditional statement.

**PPP851**

Currently, this program updates the data on the DB2 CTL Table using the data from the VSAM Control Table.

This program will be modified to include the new field BUF-BUC-ORGZ-LINK in the Agency Fee Information portion of the Bargaining Unit Table when copying Bargaining Unit Table information from the VSAM CTL to the DB2 CTL.

**USER08**

USER08 is the main EDB maintenance edit driver called both online and in batch.

This program will be modified to load the Agency Fee Information from the PPPBUF Table into an array defined as an External (see copymember CPWSRBUF) at program initialization. This External will be defined in PPEG375 also, and will be used in its consistency editing logic.

**USER12**
USER12 is the main EDB maintenance edit driver called both online and in batch.

This program will be modified to load the Agency Fee Information from the PPPBUF Table into an array defined as an External (see copymember CPWSRBUF) at program initialization. This External will be defined in PPEG375 also, and will be used in its consistency editing logic.
New Program

**PPEG375**

PPEG375 will be a new EDB File Maintenance program that performs edits to AFSCME related Political Action Contribution (PAC) deductions as well as implicit maintenance of the PAC deductions.

Note that USER08 and USER12, during initialization process, load the Agency Fee data from the PPPBUF Table into an array named BUF-BUC-ORGANIZATION-ARRAY, which are defined as an EXTERNAL (see CPWSRBUF). In addition, copymember CPWSXIC2 contains the AFSCME PAC Deductions from Release 1384, which are identified by the value of a ‘P’ in the PAC Deduction Indicator field. Thus, PPEG375 will utilize the data in the BUF-BUC-ORGANIZATION-ARRAY and the data in the IDC-UNION-GTN-ARRAY of copymember CPWSXIC2 to perform the necessary edits related to PAC deductions.

Each entry of the IDC-UNION-GTN-ARRAY will be read. If the PAC Deduction Indicator of an entry contains a value of ‘P’, the GTN Number from the IDC-UNION-GTN-ARRAY will be used as a subscript to access the Deduction ARRAY of the employee.

If the employee’s PAC deduction contains an amount greater than zero, the Title Unit Code (TUC) from the same entry in the IDC-UNION-GTN-ARRAY will be used to search the BUF-BUC-ORGANIZATION-ARRAY. If an initial entry on the BUF-BUC-ORGANIZATION-ARRAY matches the TUC, the entire BUF-BUC-ORGANIZATION-ARRAY will be searched to locate all entries on the BUF-BUC-ORGANIZATION-ARRAY containing the same Bargaining Unit Organization Link value as on the initial entry.

The UDUE GTN number of each entry in the BUF-BUC-ORGANIZATION-ARRAY containing the same Bargaining Unit Organization Link value as on the initial entry will be used as a subscript to access the Deduction Array of the employee.

Each selected UDUE GTN number will be used as a subscript to the employee’s Deduction Array. If the “current UDUE deduction” is equal to zero and the “old UDUE deduction” is equal to zero, the PAC deduction will be blocked and message “No dues ded; not eligible for PAC: will be issued. If the “current UDUE deduction” is zero and the “old UDUE deduction” is not equal to zero, the PAC deduction will be set to zero and message “No Dues Ded; auto de-enrollment of PAC”: will be issued.
Form Changes

UPAY565E (Agency Fee Information)

To identify all units within an employee organization, the Employee Organization Link will be added to the form in column 39. Initially, the Employee Organization Link will be used to link all units associated with the American Federation of State, County, and Municipal Employees (AFSCME) organization.
RDO (Resource Definition On-line)

PPEG375

Batch RDO transactions will be created to update the on-line CSD for PPEG375.
CONTROL TABLE UPDATES:

System Messages Table

The following messages will be added to this table:

- 01-710 “BARG UNIT TBL - BUC ORGANIZATION LINK IS INVALID” with a severity level of ‘5’ (Transaction Reject) in batch.

- 08-397 “INTERNAL UDUE TABLE EXCEEDED MAXIMUM ALLOWED - INCREASE SIZE” with a severity level of ‘8’ (See Operations) in batch.

- 08-398 “NO DUES DED; NOT ELIGIBLE FOR PAC” with a severity level of ‘7’ (Employee Reject) for on-line and ‘5’ (Transaction Reject) in batch. In addition, the Route Code will be set to a value of ‘L’ (Labor Relations Office).

- 08-399 “NO DUES DED; AUTO DE-ENROLLMENT OF PAC” with a severity level of ‘2’ (Implied Maintenance Occurred) for both batch and on-line. In addition, the Route Code will be set to a value of ‘L’ (Labor Relations Office).

- 12-397 “INTERNAL UDUE TABLE EXCEEDED MAXIMUM ALLOWED - INCREASE SIZE” with a severity level of ‘8’ (See Operations) in batch.

- 12-398 “NO DUES DED; NOT ELIGIBLE FOR PAC” with a severity level of ‘7’ (Employee Reject) for on-line and ‘5’ (Transaction Reject) in batch. In addition, the Route Code will be set to a value of ‘L’ (Labor Relations Office).

- 12-399 “NO DUES DED; AUTO DE-ENROLLMENT OF PAC” with a severity level of ‘2’ (Implied Maintenance Occurred) for both batch and on-line. In addition, the Route Code will be set to a value of ‘L’ (Labor Relations Office).

Bargaining Unit Table

Update transactions will be created to link all bargaining units (EX, SX) to the AFSCME organization via the BUF-BUC-ORGNZ-LINK field. In addition, transactions will be created to initialize the Bargaining Unit Organization Link field for those bargaining units not related to the AFSCME organization.

Note that those campuses that have local bargaining units related to the AFSCME Organization should create local update transactions to update the BUF-BUC-ORGNZ-LINK containing a value of ‘E’.

Processing Group Table

New module PPEG375 will be added to the Program ID of 08 and 12 with a GTN Trigger values of 201 and 375.
**Routine Definition Table**

New module PPEG375 will be defined on this table.

**Gross-to-Net Table**

A GTN Consistency Edit Routine value of ‘375’ will replace the existing GTN Consistency Edit Routine value of ‘201’ on the transaction type ‘1’ for the GTN related AFSCME PAC deductions 480 and 481.

In addition, a blank will replace the existing values of ‘2’ and ‘3’ on the transaction type ‘2’ for the Collective Bargaining Eligibility Code and Collective Bargaining Behavior Code respectively.

*Note that those campuses that have campus-specific GTN Numbers associated with AFSCME PAC Deductions should create local update transactions containing a GTN Consistency Edit Routine value of ‘375’ in columns 73 through 75, and asterisk (*) in columns 54 and 62 to initialize the Collective Bargaining Eligibility Code and Collective Bargaining Behavior Code.*