Service Request 80260

This current release addresses those requirements of Service Request 80260 which are associated with the California Nurses Association (CNA), which represents the NX unit. Those requirements of Service Request 80260 which are applicable to CUE (CX unit) processing will be addressed in an upcoming release.

CNA has determined that the basis of dues deductions for the NX unit must be restricted to earnings within the NX unit. That is, dues should be taken only when the employee has earnings in the NX unit. When the employee has other earnings but no “NX Covered” earnings, dues must not be taken.

Since the open dues process is no longer suitable for the NX unit, release modifications will limit deduction activity for the NX unit so that dues development will be strictly reserved for only those employees paid in Title Codes covered by the unit. Note that the NX dues restrictions implemented in this current release parallel the same unit pay restriction implemented for the BX unit (represented by the United Auto Workers) as of Release 1339.

CNA has also determined that NX dues are not to be automatically cancelled or de-enrolled by the system when the employee is separated. The dues should be retained on the employee record for a period of 36 months so that if the employee is re-hired to an exclusively represented NX position, the dues will be automatically re-activated. The Bargaining Unit Table update supplied with this release will provide this functionality by indicating a dues Retention Period of 36 months.

Error Report 1822

During the "Calculation 15" Union deduction development of Unit/Non-unit Hours, retroactive rate adjustment hours are incorrectly included in the accumulation. Since the CNA (NX Unit) deduction is based on whether the employee works Full Time or Part Time, the derivation can be adversely affected so that Part Time employees receive the higher deduction amount reserved for Full Time employees.
**Error Report 1821**

During Rush Check processing when only non-BX unit pay is entered for an employee enrolled in BX Unit Dues and no active BX appointments are present, BX Dues will be developed using the non-unit pay as the deduction basis.

As per the Release 1339 modifications to the batch Payroll Compute, BX Dues must be based only on pay within the BX unit. Therefore, the Rush Check process (PPRCNET) is modified in the current release to be consistent with the BX unit requirement.

**Programs**

**PPP400**

During the Gross-to-Net deduction process, 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 (with the exception of the BX unit), 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.

As per the requirements of Service Request 80260, modifications have been made so that for the NX unit (in the same manner as the BX unit), the PPPBUF Dues Base indicator will not be overridden. Therefore, NX dues activity will be blocked unless eligible NX unit payments are issued.

When GTN “Calculation 15” is indicated and a GTN Base Code of “H” (regular & overtime hours), “G” (regular hours only), or blank (default; regular hours only) is also indicated, Unit and Non-Unit Hours are developed for the applicable unit. As per Error Report 1822, this “hours” development routine has been modified to examine the payment’s Retroactive Adjustment Indicator (RAI) and exclude the hours from accumulation when the indicator is non-blank.

**PPRCNET**

During the Rush Check process (which is similar to the batch Gross-to-Net process, above), the Calculation 15 routine determines whether “unit only” pay or “all” pay is proper for a 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 accumulated for the dues calculation.

This release contains modifications so that for both the BX unit and the NX unit, the PPPBUF Dues Base indicator will not be overridden. That is, when either the BX unit or the NX 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 and NX units.

Note that the Calculation 15 changes applied to PPP400 (as per the excluding of retroactive hours accumulation for GTN Base Code of “H”, “G” or blank) have also been applied to PPRCNET in this current release. Although the CNA deduction is not currently developed in the OPT1 or OPT2 Rush Check process (i.e., when applicable, CNA deductions must be entered as additional deductions), future modifications to the Rush Check process will necessitate their development.
Table Updates

Bargaining Unit Table

As per Service Request 80260 requirements, a Bargaining Unit Table (BUT) transaction is provided which will retain the NX dues enrollment for a period of 36 months after separation. This will act to provide a record of NX dues enrollment upon separation, and re-instate the deduction upon hire or rehire in a NX covered appointment. This will allow normal Employee ID purging to occur while still retaining dues enrollment data for possible re-instatement.

Test Plan

Although test files are not supplied with this release, a separate test plan is provided which will identify conditions for testing and release installation verification. Campuses are encouraged to use the test plan as well as performing any other desired local tests.

Installation Instructions

1. Install the modified BATCH program PPP400 and the modified CICS program PPRCNET.
2. DB2 pre-compile, compile and link the modified BATCH program PPP400 into the Batch LOADLIB. Program PPP400 requires a plan bind.
3. DB2 pre-compile, CICS pre-compile, compile and link the modified CICS program PPRCNET into the Online LOADLIB. Program PPRCNET requires a package bind.
4. Perform the installation testing described in the test plan.
5. Perform any desired additional campus testing.
6. Apply the Bargaining Unit Table transaction (UPAY565A) provided in CARDLIB (PRODBUT) or key from the provided UPAY565A facsimile in order to update the production Control Table (CTL) via PPP004.
7. Install modified programs in production.

Timing of Installation

The installation of this release is urgent in order to promote compliance with the BX and NX unit agreements.

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