UC HR/BENEFITS - INFORMATION SYSTEMS SUPPORT

SERVICEx REQUEST
UIRC 160ISS (R 01/00)

DATE: 07/13/06
DATE/CYCLE DUE
ESTIMATE REQUIRED? □ YES □ NO

PERSON AUTHORIZING REQUEST:
Michael O'Neill

SYSTEMS CONTACT:
Abdul Abdurahman

DEPARTMENT:
HR/BENEFITS

REQUESTOR:
Abdul Abdurahman

RECHARGE NO.

SYSTEMS/FILES/PROGRAMS:
PAYROLL

RETRIEVAL/SYSTEM MODIFICATION: (Description of Request)
Payroll Deduction for California Nurses Association (CNA)/BRT Table Update. See attached.

PRODUCTION RUN

SYSTEM
EFFECTIVE DATE OF INFORMATION
TYPE OF RUN: □ RERUN □ ADD'L
□ REPORT □ EXTRACT FILE □ LABELS

RETRIEVAL/PRODUCTION RUN

DISTRIBUTION OF OUTPUT INSTRUCTIONS FOR RETRIEVAL REQUESTS, INCLUDE LONG TERM FILE RETENTION INSTRUCTIONS IF APPROPRIATE

IR&C USE ONLY

□ JR □ NR □ IM STAFF ______ TO: □ RET □ CORP SYS □ M&O □ PAYROLL □ PRODUCTION CONTROL

DATE RECEIVED
REVISED DUE DATE
DATE COMPLETED
COMPLETED BY
COMPUTING TIME/CHARGES
STAFF TIME/CHARGES
BILLING NO
PRODUCTION CONTROL

COMMENTS:

ESTIMATE INFORMATION
COMPLETION DATE
STAFF HOURS
ESTIMATED COSTS
COMPUTING COSTS
ESTIMATED TOTAL COSTS
$ $ $

APPROVAL TO PROCEED
BASED ON ESTIMATE
(SIGNATURE)
NAME, TITLE, ADDRESS
Service Request 81585 (Final)

CALIFORNIA NURSES ASSOCIATION (CNA) PAYROLL DEDUCTION STRUCTURE CHANGE, JULY 2006

Introduction

Payroll deductions for the California Nurses Association (CNA), which is the exclusive representative for employees in the “NX” (Registered Nurses) bargaining unit, is currently maintained on Gross-to-Net tables:

GTN 077 – DUES (all campus locations except UCSC)
GTN 075 – DUES (UCSC, only)
GTN 460 – AGENCY FEES (all campus locations)
GTN 506 – PEDIATRIC AIDS (CHARITY) (all campus locations)
GTN 507 – KOMEN FOUNDATION (CHARITY) (all campus locations)
GTN 508 – OXFAM (CHARITY) (all campus locations)

CNA has requested that the University implement changes to its currently established dues, agency fee and related charity deductions rate structure effective July 1, 2006.

Background

Release 1561 provided programming and established a unique mechanism in PPS to accommodate the processing of CNA dues, agency fee and related charities based on a formula that reflects the following deduction structure:

- Monthly dues for employees working more than 30% of available pay period hours are assessed 2.2 times their hourly pay rate, up to a specified dollar maximum (cap) per month; employees working 30% or less are assessed a flat dollar (reduced deduction) amount.

- For employees paid biweekly or semi-monthly, the system adjusts for and derives the multiplier, cap and flat dollar amount proportionately.

- Agency fee and related charities are calculated using the same formula as dues but with a reduced calculator (BRT deduction percent), cap and flat dollar amount as specified.
**Modifications Requested**

Based on the PPS mechanism provided in Release 1561, CNA's requested changes may be implemented by making Control Table changes per the attached sample BRT entries. No program modifications are required.

It is requested that the BRT update transactions be made available to campuses electronically so that locations can process the necessary local updates effective with July 2006 earnings. While this request isn’t in time to make the BW/SM payroll with the 7/15/06 pay period end date, it should be implemented as soon as possible in July.

Outlined in the flower box, below, is the payroll deduction structure CNA expects to be in place following implementation of their requested changes.

**********************************************************

**Dues:**

Monthly > 30% 2.2 * Base Hourly Pay Rate with the cap increasing from $84.15 to 89.52;

Monthly 30% or less hours worked, the flat rate increases from $42.08 to 44.76

Biweekly [1] > 30% 1.015 * Base Hourly Pay Rate with the cap increasing from $38.84 to $41.32 per pay period;

Biweekly [2] 30% or less hours worked, the flat rate increases from $19.42 to $20.66 per pay period

Semi-monthly > 30% 1.1 * Base Hourly Pay Rate with the cap increasing from $42.08 to $44.76 per pay period;

Semi-monthly 30% or less hours worked, the flat rate increases from $21.04 to $22.38 per pay period.

[1] Deducted each pay period
[2] Deducted each pay period
Agency Fee/Charities

Monthly > 30% reduce the calculator from .939 to .9237 * 2.2 * Base Hourly Pay Rate with the cap increasing from $79.02 to $82.69;

Monthly 30% or less hours worked, the flat rate increases from $39.51 to $41.24 per pay period

Biweekly > 30% reduce the calculator from .939 to .9237* 1.015 * Base Hourly Pay Rate with the cap increasing from $36.47 to $38.17 per pay period;

Biweekly 30% or less hours worked, the flat rate increases from $18.23 to $19.08 per pay period

Semi-monthly> 30% reduce the calculator from .939 to .9237* 1.1 * Base Hourly Pay Rate with the cap increasing from $39.51 to $41.34 per pay period;

Semi-monthly 30% or less hours worked, the flat rate increases from $19.75 to $20.62 per pay period.

Payroll Coordination

July 13, 2006
## BENEFITS RATES TABLE
### GROSS-TO-NET RATES/AMOUNTS
**FORMAT 001 & 002 & 003**
**UPAY712 (R04/04) R1561**

### Table 1: A/D, FORMAT, GTN NO, RATE/AMOUNT

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A percentage should be entered with the integers prior to the implied decimal; for example, 15% should be entered as 00015.0000.

### Table 2: A/D, FORMAT, GTN NO, RATE / AMOUNT, CAP, CAP2, CAP GROSS

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### Table 3: A/D, FORMAT, GTN NO, RATE / AMOUNT, CAP, DEDUCTION PERCENT, REDUCED DEDUCTION AMOUNT, THRESHOLD PERCENT

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**Prepared By:**

**Date:**

**Approved By:**

**Date:**

**Retention:** Accounting: Until Action Taken

*The applicable dues GTN for UCSC = 075*

*Amended 7/1/06*
# BENEFITS RATES TABLE

**GROSS-TO-NET RATES/AMOUNTS**

**FORMAT 001 & 002 & 003**

**UPAY712 (R04/04) R1561**

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**PREPARED BY:**

**DATE:**

**APPROVED BY:**

**DATE:**

RETENTION: ACCOUNTING: UNTIL ACTION TAKEN

*Revised 8/12*
### Benefits Rates Table

**Gross-to-Net Rates/Amounts**

**Format 001 & 002 & 003**

**UPAY712 (R04/04) R1561**

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Prepared by: ____________________________ Date: ____________ Approved by: ____________________________ Date: ____________

Retention: Accounting: Until Action Taken

Revised 8/1/06