**Requirements** – PPS Changes to support new PX unit for employees in Postdoctoral Scholar titles

SR 82501

Created on: February 12, 2009
Last Modified on: April 30, 2009

**Requested By:**
Myria Butler, UCOP Labor Relations

**Analyst:**
Jennifer Damico, HR – ISS

**Due Date:**
This item is not date mandated but is urgent in order to allow UCOP Labor Relations to effectively support the currently ongoing bargaining process with the PRO/UAW for the new Postdoctoral Scholars bargaining unit.

**System Requirements:**

1.0 Overview of Modifications

The University of California recently came to an agreement allowing the Postdoctoral Researchers Organize/United Auto Workers (PRO/UAW) to represent Postdoctoral employees in various titles. These titles are currently associated with Collective Bargaining Unit Code (EDB0161) 87 or FX. The new unit will be associated with Collective Bargaining Unit Code (EDB 0161) ‘PX’ ‘Postdoctoral Scholars.’ This new value needs to be established and Payroll/Personnel System (PPS) modifications will be required to support this new unit.

Changes to various PPS Control Tables must be made to enable the system to handle employees in the new ‘PX’ unit. Changes to the Title Code Table (TCT) to designate titles as covered by the new unit will be provided from UCOP’s University Title Code System (UTCS) using the standard procedures. Changes to the Data Element Table, Bargaining Unit Table, Code Translation Table and Gross-to-Net (GTN) Table are also required. Changes to the GTN Table will be addressed in a future SR related to Dues and Agency Fees. In addition, a Roster will need to be created for reporting to the PRO/UAW and data dictionary updates for Employee Database (EDB).

2.0 Control Table Updates

Attachment 1 is UPAY 565A to update the Bargaining Unit Table. This UPAY is only partially filled out. A separate SR will later be provided to address GTNs, Dues and Agency Fees.

Attachment 2 is UPAY 814 to update the Code Translation Table.
2.1 Data Element Table:

An update to the EDB Data Dictionary is required to reference the new ‘PX – Postdoctoral Scholars’ – value for the following data elements. See Attachment A.

Collective Bargaining Unit Code - EDB 0161
Employee Unit Code - EDB 0255
Employee Benefit Eligibility Unit Code - EDB 0445
Title Unit Code (TUC) - EDB 2029

New value should be assigned to existing data elements as defined, so that appropriate range value edits can be executed.

Collective Bargaining Unit Code - EDB 0161
Employee Unit Code - EDB 0255
Employee Benefit Eligibility Unit Code - EDB 0445

2.2 Code Translation Table

<table>
<thead>
<tr>
<th>Data Element</th>
<th>Value</th>
<th>Length</th>
<th>Translation</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDB 0161</td>
<td>PX</td>
<td>24</td>
<td>Postdoctoral Scholars</td>
</tr>
<tr>
<td>EDB 0255</td>
<td>PX</td>
<td>23</td>
<td>Postdoctoral Scholars</td>
</tr>
<tr>
<td>EDB 0445</td>
<td>PX</td>
<td>23</td>
<td>Postdoctoral Scholars</td>
</tr>
<tr>
<td>EDB 2029</td>
<td>PX</td>
<td>24</td>
<td>Postdoctoral Scholars</td>
</tr>
</tbody>
</table>

See attachment 2 - UPAY 814

2.3 Bargaining Unit Table

See attachment 1 - UPAY 565A

3.0 EDB Maintenance

3.1 Range and Value Edits

The system should evaluate valid values for the data element Collective Bargaining Unit code (EDB 0161), Employee Unit Code (EDB 0255), Employee Benefit Eligibility Unit Code (EDB 0445), based on values carried on the Data Element Table to include the value ‘PX’.

4.0 Corporate Interfaces

CPS Interface File - No modification is necessary but should be tested to ensure that the value is accepted and passed.

5.0 CICS Help

The online field level Help should be modified for data elements

EDB0161 – Collective Bargaining Unit Code
EDB0255 – Employee Unit Code
EDB0445 – Benefit Eligibility Unit
EDB2029 – TUC
Attachment A – EDB Data Dictionary SAMPLE

System Number: EDB0161

User Access Name: 0161-6

Programming Name: EMP_CBUC IN PPPPER

Revision Date: PUBL. 11/09/04

Comments

Location(s):  
- PAR 2171 - Collective Bargaining Unit Code-PAR
- APS 0913 - Collective Bargaining Unit Code
- CPS 0913 - Collective Bargaining Unit Code
- IPS 0913 - Collective Bargaining Unit Code
- OPP 0913 - Collective Bargaining Unit Code

Name: COLLECTIVE BARGAINING UNIT CODE-EDB

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the collective bargaining unit of an individual.

Code Interpretation

EDB 0161 COLLECTIVE BARGAINING UNIT CODE-EDB

<table>
<thead>
<tr>
<th>CBUC</th>
<th>UNIT NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1</td>
<td>Academic Senate - UCB</td>
</tr>
<tr>
<td>A2</td>
<td>Academic Senate - UCSF</td>
</tr>
<tr>
<td>A3</td>
<td>Academic Senate - UCD</td>
</tr>
<tr>
<td>A4</td>
<td>Academic Senate - UCLA</td>
</tr>
<tr>
<td>A5</td>
<td>Academic Senate - UCR</td>
</tr>
</tbody>
</table>
A6         Academic Senate - UCSD
A7         Academic Senate - UCSC
A8         Academic Senate - UCSB
A9         Academic Senate - UCI

BX         Academic Student Employees
CX         Clerical & Allied Services
EX         Patient Care Technical
FF         Fire Fighters
FX         Non-Senate Academic Research Professionals
GS         Printing Trades
HX         Residual Patient Care Professionals
IX         Non-Academic Senate-Instructional

KB         Skilled Crafts - UCB/LBL
K2         Skilled Crafts - UCSF
K3         Skilled Crafts - UCD
K4         Skilled Crafts - UCLA
K5         Skilled Crafts - UCR
K6         Skilled Crafts - UCSD
K7         Skilled Crafts - UCSC
K8         Skilled Crafts - UCSB
K9         Skilled Crafts - UCI

LX         Professional Librarians

M1         Housestaff Association - UCB/LBL
M2         Housestaff Association - UCSF
M3         Housestaff Association - UCD
M4         Housestaff Association - UCLA
M5         Housestaff Association - UCR
M6         Housestaff Association - UCSD
M7         Housestaff Association - UCSC
M8         Housestaff Association - UCSB
M9         Housestaff Association - UCI

NX         Registered Nurses
PA         Police Officers
PX         Postdoctoral Scholars
RX         Research Support Professionals
SX         Service
TX         Systemwide Technical

87         Stipend/Differential Pay
98         Indeterminate Unit
99         No Bargaining Unit

Previously Valid Codes
<table>
<thead>
<tr>
<th>No.</th>
<th>Graduate Student - Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Graduate Student - UCB/LBL</td>
</tr>
<tr>
<td>22</td>
<td>Graduate Student - UCSF</td>
</tr>
<tr>
<td>23</td>
<td>Graduate Student - UCD</td>
</tr>
<tr>
<td>24</td>
<td>Graduate Student - UCLA</td>
</tr>
<tr>
<td>25</td>
<td>Graduate Student - UCR</td>
</tr>
<tr>
<td>26</td>
<td>Graduate Student - UCSD</td>
</tr>
<tr>
<td>27</td>
<td>Graduate Student - UCSC</td>
</tr>
<tr>
<td>28</td>
<td>Graduate Student - UCSB</td>
</tr>
<tr>
<td>29</td>
<td>Graduate Student - UCI</td>
</tr>
</tbody>
</table>
System Number: EDB0255

User Access Name: 0255-6

Programming Name: EMP_REL_UNIT IN PPPPER

Revision Date: PUBL. 11/09/04

Comments

Locations(s):  PAR 2172  - Employee Unit Code-PAR
CBG 2507  - Employee Unit Code-CBG in HDB
APS 0880  - Employee Unit Code
CPS 0880  - Employee Unit Code
IPS 0880  - Employee Unit Code
OPP 0880  - Employee Unit Code
SLC 0880  - Employee Unit Code
APS 2269  - Employee Unit Code-Input
BCS 2269  - Employee Unit Code-Input
CPS 2269  - Employee Unit Code-Input
SLC 2269  - Employee Unit Code-Input

Name: EMPLOYEE UNIT CODE-EDB

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the Title Unit Code of the predominant appointment of an individual for collective bargaining purposes.

Code Interpretation

EDB 0255 EMPLOYEE UNIT CODE-EDB

A1  - Academic Senate - UCB
A2  - Academic Senate - UCSF
A3  - Academic Senate - UCD
A4  - Academic Senate - UCLA
A5  - Academic Senate - UCR
A6 - Academic Senate - UCSD
A7 - Academic Senate - UCSC
A8 - Academic Senate - UCSB
A9 - Academic Senate - UCI

BX - Academic Student Employees
CX - Clerical & Allied Services
EX - Patient Care Technical
FF - Fire Fighters
FX - Non-Senate Academic Research Professionals
GS - Printing Trades
HX - Residual Patient Care Professionals
IX - Non-Academic Senate Instructional

KB - Skilled Crafts - UCB/LBL
K2 - Skilled Crafts - UCSF
K3 - Skilled Crafts - UCD
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K5 - Skilled Crafts - UCR
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K7 - Skilled Crafts - UCSC
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M1 - Housestaff Association - UCB/LBL
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M4 - Housestaff Association - UCLA
M5 - Housestaff Association - UCR
M6 - Housestaff Association - UCSD
M7 - Housestaff Association - UCSC
M8 - Housestaff Association - UCSB
M9 - Housestaff Association - UCI

NX - Registered Nurses
PA - Police Officers
= => PX - Postdoctoral Scholars
RX - Research Support Professionals
SX - Service
TX - Systemwide Technical

87 - Indeterminate Unit - Stipend/Differential Pay
98 - Indeterminate Unit - no appointments or "future" appointments
99 - Indeterminate Unit - no unit
?? - Indeterminate Unit - predominant Title Unit Code is indeterminate

UC Office of the President
HRB Information Systems Support
SRB2501
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Previously Valid Codes

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Graduate Student - UCB/LBL</td>
</tr>
<tr>
<td>22</td>
<td>Graduate Student - UCSF</td>
</tr>
<tr>
<td>23</td>
<td>Graduate Student - UCD</td>
</tr>
<tr>
<td>24</td>
<td>Graduate Student - UCLA</td>
</tr>
<tr>
<td>25</td>
<td>Graduate Student - UCR</td>
</tr>
<tr>
<td>26</td>
<td>Graduate Student - UCSD</td>
</tr>
<tr>
<td>27</td>
<td>Graduate Student - UCSC</td>
</tr>
<tr>
<td>28</td>
<td>Graduate Student - UCSB</td>
</tr>
<tr>
<td>29</td>
<td>Graduate Student - UCI</td>
</tr>
</tbody>
</table>
System Number: EDB0445

User Access Name: 0445-5

Programming Name: BEN_ELIG_UNIT_CD IN PPPBEN

Revision Date: PUBL. 10/01/06

Comments

Locations(s): N/A

Name: EMPLOYEE BENEFIT ELIGIBILITY UNIT CODE-EDB

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the Title Unit Code of the predominant appointment of an individual for benefits purposes.

Code Interpretation

EDB 0445 EMPLOYEE BENEFIT ELIGIBILITY UNIT CODE

A1 - Academic Senate - UCB
A2 - Academic Senate - UCSF
A3 - Academic Senate - UCD
A4 - Academic Senate - UCLA
A5 - Academic Senate - UCR
A6 - Academic Senate - UCSD
A7 - Academic Senate - UCSC
A8 - Academic Senate - UCSB
A9 - Academic Senate - UCI

BX - Academic Student Employees
CX - Clerical & Allied Services
EX - Patient Care Technical
FF - Fire Fighters
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K7 - Skilled Crafts - UCSC
K8 - Skilled Crafts - UCSB
K9 - Skilled Crafts - UCI

LX - Professional Librarians

M1 - Housestaff Association - UCB/LBL
M2 - Housestaff Association - UCSF
M3 - Housestaff Association - UCD
M4 - Housestaff Association - UCLA
M5 - Housestaff Association - UCR
M6 - Housestaff Association - UCSD
M7 - Housestaff Association - UCSC
M8 - Housestaff Association - UCSB
M9 - Housestaff Association - UCI

NX - Registered Nurses
PA - Police Officers
=> PX - Postdoctoral Scholars
RX - Research Support Professionals
SX - Service
TX - Systemwide Technical

99 - Indeterminate Unit - no unit, no appointments, Stipend/Differential Pay, or predominant Title Unit Code is indeterminate
System Number: **EDB2029**

User Access Name: **2029-5**

Programming Name: **TITLE_UNIT_CODE IN PPPAPP**

Revision Date: **PUBL. 04/16/02**

Comments

Location(s):  
PAR 3110  - Title Unit Code (TUC)-PAR  
APT 5528  - Title Unit Code (TUC)-APT in HDB  
APS 0087  - Title Unit Code-PPS  
BCS 0087  - Title Unit Code-PPS  
CPS 0087  - Title Unit Code-PPS  
IPS 0087  - Title Unit Code-PPS  
OPP 0087  - Title Unit Code-PPS  
SLC 0087  - Title Unit Code-PPS  
APS 1963  - Title Unit Code-TCS  
CPS 1963  - Title Unit Code-TCS  
IPS 1963  - Title Unit Code-TCS  
OPP 1963  - Title Unit Code-TCS  
TCS 1963  - Title Unit Code-TCS  
TCT 1310  - Title Unit Code  
PAR 3110  - Title Unit Code (TUC)-PAR  
DUC 0400  - Title Unit Code-DUC  
LAT 1000  - Title Unit Code-LAT

**Name:** **TITLE UNIT CODE (TUC)-EDB**

**Type:** **ALPHANUMERIC**

**Length:** 2

**Format**

N/A

**General Description**

Code indicating the Collective Bargaining Unit to which a Title Code belongs.

**Code Interpretation**

EDB 2029 TITLE UNIT CODE (TUC)-EDB
A1  Academic Senate - UCB
A2  Academic Senate - UCSF
A3  Academic Senate - UCD
A4  Academic Senate - UCLA
A5  Academic Senate - UCR
A6  Academic Senate - UCSD
A7  Academic Senate - UCSC
A8  Academic Senate - UCSB
A9  Academic Senate - UCI

BX  Readers & Tutors-UAW
CX  Clerical & Allied Services
EX  Patient Care Technical
FX  Non-Senate Academic Research Professionals
GS  Printing Trades
HX  Residual Patient Care Professionals
IX  Non-Academic Senate--Instructional

KB  Skilled Crafts - UCB/LBL
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LX  Professional Librarians
NX  Registered Nurses
PA  Police Officers
= => PX  Postdoctoral Scholars
RX  Research Support Professionals
SX  Service
TX  Systemwide Technical

Z1  Graduate Student - UCB/LBL
Z2  Graduate Student - UCSF
Z3  Graduate Student - UCD
Z4  Graduate Student - UCLA
Z5  Graduate Student - UCR
Z6  Graduate Student - UCSD
Z7  Graduate Student - UCSC
Z8  Graduate Student - UCSB
Z9  Graduate Student - UCI
87  Stipend/Differential Pay
99  No bargaining unit