

Created on: January 8, 2010
Revised on: January 8, 2010

SR82861 Requirements
Apply Benefits Rates Table Updates for CNA

Objective:

Apply Benefits Rates Table update transactions generated from the PIP rate update process and make them available to campuses.

Project Type:

This project involves establishing new values in the existing Benefits Rates Table.

Requested By:

Patty Donnelley – Labor Relations

Analyst:

Ken Smith – HR&B IS&S

Due Date:

The requested modifications are Date Mandated.

The transactions must be applied to the control tables prior to the first compute in which deductions are taken for March 2010 benefits (i.e. February 17, 2010 BW pay cycle which computes on or about February 10, 2010).

Background

During 2010 open-enrollment benefits for CNA (bargaining unit NX) were held at 2009 rates due to ongoing negotiations.

In a December 30, 2009 letter to CNA, the University imposed portions of its last, best and final offer dated December 21, 2009. One of the implemented terms states

“In calendar year 2010, as soon as practicable after the effective date of the Agreement, the University and the employees shall pay the amount appropriate to the employee's pay band and the employee's selected coverage category (single, adult + children, two adults, or family) and health plan. See revised Appendix B-2.”

Appendix B-2 of the letter lists the 2010 UC benefits rates.

Current Process

Each year, the Benefits Rates Tables are updated via the normal control table update process, using transactions generated from the Open Enrollment process.

The MCB bands are as follows:

- \$46,000 or less
- \$46,001 to \$92,000
- \$92,001 to \$137,000
- \$137,001 or more

Proposed Process

One additional set of BRT updates should be created and released for bargaining unit NX.

Change Requirements

1.0 Update Benefits Rates Tables

PIP SR82860 requests that new rates for unit NX be loaded into Sybase, that the PIP rate update process be executed, and that the generated transactions be made available to the IR&C PPS team.

The BRT updates should be tested, verified, and made available to the locations.