Service Request: SR83084
Title: One-time program for PX ATB Increases (3252 Appointments Only)

Objective:
Automate the ATB process for the PX unit (3252 Appointments Only)

Project Type:
PPS Modification

Requested by:
Labor Relations

Project Lead / Business Analyst:
Shaun Ruiz, Payroll Coordination

Urgency
Urgent

Target Release Date
It is requested that changes be released to campuses as soon as possible. The PX ATB is effective September 1, 2010. Campuses need enough time to test, schedule, and run the one-time program before running computes for the September MO payroll.
Background
The University of California and the United Auto Workers (UAW) negotiated a new wage agreement, for the PX Unit, which was ratified on August 12, 2010. The terms of the agreement provide across-the-board (ATB) increases to eligible members effective September 1, 2010.

Proposed Process
Create a one-time program to assist campuses with the ATB increases for eligible PX employees. For purposes of this request, eligible PX employees are employees with a single 3252 appointment set to 100 percent.

Eligibility Requirements – 1.5% ATB Increase
- Title Code is 3252
- Appointment percentage is 100%
- Annual salary greater than $47,000

Eligibility Requirements – 3.0% ATB Increase
- Title Code is 3252
- Appointment percentage is 100%
- Annual salary equal to or less than $47,000

For appointments that meet the eligibility criteria described above, only distributions that are coded ‘REG’ are eligible for the increase. Multiple distributions, with different begin dates and distribution rates, should be reviewed individually for purposes of determining the ATB percentage. If multiple distributions exist, the program should adjust each distribution individually and report the adjustment with the following message: “EMPLOYEE HAS RATES ABOVE AND BELOW THRESHOLD”.

Annual Salary Calculation
The current pay rate must be annualized (rounded to the nearest whole dollar) to establish the threshold amount for determination of the amount of increase an employee is due. Determination of the annual salary should be calculated as follows:
- If Rate Code (EDB 2015) = ‘H’ (hourly), Distribution Rate (EDB 2055) X 2088 hours
- If Rate Code = ‘A’ (annual), and Primary Pay Schedule is MO or MA, then Distribution Rate X 12
- If Rate Code = A and Primary Pay Schedule is BW, then distribution Rate X 26
- If Rate Code = A and Primary Pay Schedule is SM, then distribution Rate X 24

EDB Update Transaction
An EDB transaction must be generated to update the employee’s distribution pay rate using the new rate. If the employee is eligible for the increase, the existing distribution should be ended and a new EDB transaction record should be generated reflecting the new rate. The new distribution should be coded with DOS REG. Personnel Action Code ‘28’ should be used for all update transactions.

Costing Report
Costing transactions similar to the costing information provided by PPP910 for Range Adjustments must be provided as part of this process.
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