SR83191 Requirements
PX Unit - Deduction Modifications

Objective:
Modifications to address two issues related to the implementation of R1949 (PX Dues – Phase I).

Project Type:
PPS Modifications.

Requested by:
Michael O’Neill, Payroll Coordination

Analyst:
Business analyst: Shaun Ruiz, Payroll Coordination
Requirements analyst: Beth Burkart, IR&C

Urgency:
Urgent

Implementation Deadline:
This is to be released with changes requested in SR83111 (PX Unit – Dues/Agency Fees/Charity Fees Deduction Process Modifications).
Statement of Business Need:

Two remaining issues related to the implementation of R1949 need to be addressed in order to facilitate the accurate collection of union deductions for the PX unit.

Background:

These items arose during testing for R1949, but were not addressed at the time due to the tight timeframe. They require changes to the compute, which would have extended the project timeline.

Current Process:

Currently, for the BX unit, there is a restriction in the compute to allow initiation fees to be taken only if BX dues are also being taken. A similar restriction has not yet been set up for PX.

Currently, for the BX, NX, CX, EX, SX, IX and LX units, there is a restriction in the compute to only take dues deductions for a unit if earnings for that same unit are present. A similar restriction has not yet been set up for PX.

Proposed Process:

Restrictions should be established in the compute for PX deductions to mimic the existing restrictions on BX deductions:

- PX initiation fees (GTN 489) should only be taken if PX dues (GTN 485) are also being taken.
- PX dues deductions (GTN 485) should only be taken during a given compute if PXC earnings are present.

Processing Considerations:

None
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**System Requirements:**

### 1.0 Overview of Modifications

Two modifications should be made to the compute process to restrict the taking of initiation fees (GTN 489) and dues deductions (GTN 485) for the PX unit. GTN Table Changes are required. Changes may be required for rush checks and ORCA.

- Control Table Updates: GTN table update
- EDB Data Elements: None
- CICS Modifications: None
- Web Modifications: None
- One-time Processes: None
- EDB Maintenance: None
- History Process: None
- Compute Process: modifications to the union deduction process for the PX unit. Possible impact to rush checks and ORCA.
- Distribution of Expense: None
- Consolidated Billing and Self-Billing: None
- Interface Files: None
- Forms: None
- Other Processes: None
- Reporting and Notification: None

### 2.0 Control Table Updates

The Initiation Fee GTN (489) should utilize the existing calculation routine 50. The Conditional or Mandatory indicator should be “C” for conditional, to match the current setup for the BX unit.

#### 2.1 GTN Table

Utilize calc routine 50 for GTN 489 (Ini fee PX) associated with the PX unit to help meet the requirement that initiation fees are only taken when PX Dues (GTN 485) are being taken. See Attachment A for the UPAY545 form.

### 3.0 Compute Process Changes

Changes are needed in the Gross-to-Net process. No changes are needed in the Pay Edit, Gross Pay Derivation, Net Pay Remittance, or Record of Earnings Reporting.
3.1 **Gross-to-Net Process**

The Gross-to-Net process should be modified so that:

- PX Initiation Fees (GTN 489) can only be taken if PX Dues (GTN 485) are also being taken
- PX dues deductions (GTN 485) can only be taken if PXC earnings are present.

3.2 **Online Compute Processing**

Regarding ORCA and rush checks, PX behavior should be consistent with the BX unit.
Attachment A: GTN UPAY545 Form

### PAYROLL/PERSONNEL GROSS-TO-NET TABLE

**UPAY545 (RO5/B) R487**

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#### BALANCE CODES
- D: Payroll deduction using a declining balance
- E: Maintain an employee's net balance for the element
- F: Maintains a fixed-year-to-date balance for the element
- G: Employee's gross pay is credited as the balance
- H: Employee's gross pay is credited as the balance
- I: Employee's net pay is credited as the balance
- J: Employee's net pay is credited as the balance
- K: Employee's net pay is credited as the balance
- L: Employee's net pay is credited as the balance
- M: Employee's net pay is credited as the balance
- N: Employee's net pay is credited as the balance
- O: Employee's net pay is credited as the balance
- P: Employee's net pay is credited as the balance
- Q: Employee's net pay is credited as the balance
- R: Employee's net pay is credited as the balance
- S: Employee's net pay is credited as the balance
- T: Employee's net pay is credited as the balance
- U: Employee's net pay is credited as the balance
- V: Employee's net pay is credited as the balance
- W: Employee's net pay is credited as the balance
- X: Employee's net pay is credited as the balance
- Y: Employee's net pay is credited as the balance
- Z: Employee's net pay is credited as the balance

#### BASE CODES
- F: FICA Gross
- R: Federal Taxes
- M: Medical Contribution
- L: Local Taxes
- S: State Taxes
- G: Social Security
- T: Taxable Gross
- E: Total Pay
- H: Total Pay

#### BENEFIT CODES
- A: AD&D 10K
- B: AD&D 5K
- C: AD&D 50K
- D: AD&D 100K
- E: AD&D 500K
- F: AD&D 1000K
- G: AD&D 5000K
- H: AD&D 10000K
- I: AD&D 50000K
- J: AD&D 100000K
- K: AD&D 500000K
- L: AD&D 1000000K
- M: AD&D 5000000K
- N: AD&D 10000000K
- O: AD&D 50000000K
- P: AD&D 100000000K
- Q: AD&D 500000000K
- R: AD&D 1000000000K
- S: AD&D 5000000000K
- T: AD&D 10000000000K
- U: AD&D 50000000000K
- V: AD&D 100000000000K

#### BENEFIT TYPES
- 1: Supplemental Health
- 2: Dental Insurance
- 3: Life Insurance
- 4: Short-Term Disability
- 5: Long-Term Disability

#### C.B. BEHAVIOR CODES
- 1: Eligible, not in coverage
- 2: Eligible, in coverage
- 3: Not eligible
- 4: Not eligible
- 5: Not eligible

#### C.B. ELIGIBILITY
- A: Eligible
- B: Not eligible

#### EFFECTIVE DATE
- A: Effective date
- B: End date

#### GROUP CODES
- L: Internal
- M: External

#### TYPE CODES
- 1: Type A
- 2: Type B

#### USAGE CODES
- B: Basic
- C: Core
- D: Additional
- E: External
- F: Fiscal year
- G: Fiscal year
- H: Fiscal year
- I: Fiscal year
- J: Fiscal year
- K: Fiscal year
- L: Fiscal year
- M: Fiscal year
- N: Fiscal year
- O: Fiscal year
- P: Fiscal year
- Q: Fiscal year
- R: Fiscal year
- S: Fiscal year
- T: Fiscal year
- U: Fiscal year
- V: Fiscal year
- W: Fiscal year
- X: Fiscal year
- Y: Fiscal year
- Z: Fiscal year
PERSON AUTHORIZING REQUEST: Michael O’Neill

SYSTEMS CONTACT: Elizabeth Burkart

Payroll Coordination

REQUESTOR: Michael O’Neill

RECHARGE NO.: NR-Payroll

RETRIEVAL/SYSTEM MODIFICATION: (Description of Request)
Fix implementation issues associated with R1949 (PX Dues)

PRODUCTION RUN

SYSTEM

RETRIEVAL/PRODUCTION RUN

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

ER&C USE ONLY

DATE RECEIVED
REVERSE/DUP DATA
DATE COMPLETED
COMPLETED BY
COMPUTING TIME/CHARGES
START TIME/OFFICE
BILLING NO
JOB CODE

COMMENTS:

ESTIMATE INFORMATION

COMPUTATION DATE
HOURS
ESTIMATED COSTS
ESTIMATED TOTAL COSTS

APPROVAL TO PROCEED

(SIGNATURE) 12-19-10 (NAME, TITLE, ADDRESS)