



# GUIDELINE FOR OPSEU DUES CALCULATION

Effective December 1, 2004

Awards: e.g. grievance (wage related awards/settlements), reclassification, pay equity

Pay in Lieu of Vacation/Statutory Holiday (PT/Temps/Unclassified)

Basic Salary  
Bereavement Leave with Pay  
Bonus – Bilingual  
Bonus – Year-end  
Call Back  
Call-in  
Coordinator Allowance  
Custodial Responsibility Allowance  
Education Bonus  
Employer EI Savings Rebate  
Heritage Day  
Honourarium  
Isolation Pay  
Jury Duty (employer paid)  
Leadhand premiums  
Maternity/Parental Top Up  
Mechanic Rate  
Occasional 11th Month Allowance On Call  
Overtime Pay  
Overtime/Used/Lieu Time  
Pay Equity

Pay-in-Lieu of Notice  
Perfect Attendance  
Reporting Pay  
Retro Hourly  
Retro Overtime  
Senior College Master Allowance  
Separation/Termination/Severance Allowance and/or Pay  
Shift Premiums  
Sick Leave Pay-out / Buy-out  
Sick Leave with Pay (excluding short/long term disability) /  
Signing Bonus  
Stand By  
Teachers Overload Pay  
Temporary Upgrades  
Training/Education with Pay  
Travel Time  
Vacation pay for Part-timers  
Vacation Pay-out  
WSIB (employer paid first day)

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## *Items EXCLUDED from Dues Calculation*

Reimbursement of out-of-pocket expenses  
Meal Allowances  
Travel Allowances  
Pay-in-lieu of Benefits  
Boot Allowance  
Uniform Allowance  
Taxable Life  
Short/Long Term Disability

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This guideline has been prepared based on the information available at the time and does not limit any future interpretation of wages for dues calculation purposes.

The OPSEU Convention 1999 adopted the following expanded definition of wages: “Wages to include overtime and allowances and wage income which would include lump sum payments but not to include meal allowances and travel allowances.”

<b>Dues Generators (Examples)</b> 1.325% of the following wage income, allowances, lump sum payments to be INCLUDED in the dues calculation.	<b>Sector(s) Directly Affected</b>		
	<b>OPS</b>	<b>CAAT</b>	<b>BPS</b>
Awards: e.g. grievance (wage related awards/settlements), Reclassification, pay equity	X	X	X
Basic Salary	X	X	X
Bereavement Leave with Pay	X	X	X
Bonus - Bilingual			X
Bonus – Year-end			X
Call Back	X	X	
Call-in			X
Coordinator Allowance		X	
Custodial Responsibility Allowance	X		X
Education Bonus		X	X
Employer EI Savings Rebate			X
Heritage Day			X
Honourarium		X	
Isolation Pay	X		
Jury Duty (employer paid)	X	X	X
Leadhand Premiums		X	
Maternity/Parental Top Up	X	X	X
Mechanic Rate			X
Occasional 11th Month Allowance		X	
On Call	X		X
Overtime Pay	X	X	X
Overtime/Used/Lieu Time	X	X	X
Pay Equity	X	X	X
Pay in Lieu of Vacation/Statutory Holiday (PT/Temps/Unclassified)	X	X	X
Pay-in-Lieu of Notice	X	X	X
Perfect Attendance			X
Reporting Pay	X		X
Retro Hourly	X	X	X
Retro Overtime	X	X	X
Senior College Mater Allowance		X	
Separation/Termination/Severance Allowance and/or Pay	X	X	X
Shift Premiums	X	X	X
Sick Leave Pay-out/Buy-out	X	X	X
Sick leave with Pay (excluding short/long term disability)	X	X	X
Stand By	X		
Teachers Overload Pay		X	
Temporary Upgrades	X	X	X
Training/Education with Pay	X	X	X
Travel Time	X		X
Vacation Pay for Part-timers		X	X
Vacation Pay-out	X	X	X
WSIB (employer paid first day)			X

This guideline has been prepared based on the information available at the time and does not limit any future interpretation of wages for dues calculation purposes referencing the above-captioned motion passed at the OPSEU Convention 1999.