



Guidelines for OPSEU dues calculation

Dues Generators (examples)

1.375 (%) per cent of the following wage-related income, allowances, and lump sum payments to be included in the dues calculation:

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

Basic salary

Bereavement leave with pay

Bonus - bilingual

Bonus - year-end

Call back pay

Call in pay

Coordinator Allowance

Custodial Responsibility Allowance

Education Bonus

Employer EI Savings Rebate

Heritage Day (to be replaced by Flag Day)

Honorarium (includes stay late, etc.)

Isolation pay

Jury duty (employer paid)

Lead hand premiums

Maternity/Parental top up

Mechanic rate

Occasional 11th month allowance

On call pay

Overtime pay

Overtime/Used/Lieu time

Pay equity

Pay in lieu of vacation/statutory holiday pay

Pay in lieu of notice

Perfect attendance

Reporting pay

Retro hourly

Retro overtime

Senior College Master Allowance

Separation/Termination/Severance allowance pay

Shift premiums

Sick leave pay-out/buy-out

Sick leave with pay (excluding third-party insured short/long term disability)

Signing bonus

Stand by pay

Teachers overload pay

Temporary upgrades

Training/Education with pay

Travel time

Vacation pay-out

WSIB (employer-paid first day)

Items excluded from dues calculation

Boot allowance

Death benefits and/or any termination payments made to an estate

Meal allowances

Pay-in-lieu of benefits/pensions

Reimbursement of out-of-pocket expenses

Taxable life

Third-party insured short/long term disability

Travel Allowances

Uniform Allowance

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.