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 El 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.