September 10, 2013

TO: PAYROLL DEPARTMENT, Local 195 Units

Re: UNIFOR (formerly CAW Canada) Union Dues

With the creation of our new union, UNIFOR, the method of determining union dues to be deducted from your employees (UNIFOR members) is changing.

Effective for dues deducted from your employees with pay dates after September 30, 2013 the following dues calculation will apply:

Local union portion of union dues:

The local union portion of union dues will continue to be calculated and deducted based on the current methodology. That is local union dues will continue to be based on 2 hours and 20 minutes regular pay for those members who work 40 hours or more a month or 1 hour and 10 minutes for those members who work less than 40 hours a month.

However, when calculating the dues to be deducted from your employees, the local union portion will be the equivalent of 46% of 2 hours and 20 minutes for those members who work 40 hours or more a month or an amount equivalent to 46% of 1 hour and 10 minutes for those members who work less than 40 hours a month.

Consequently, you will need to reprogram your systems to calculate the dues you normally take at 100% to 46%.

The Building Fund assessment still applies to the Local portion, which is $1.00 per member per month and Plant Fund assessment if applicable.

National union portion of union dues:

The National union portion of union dues is changing and will no longer be based on the 2 hour and 20 minutes (or 1 hour and 10 minutes as the case may be) calculation.

Effective for dues deducted from your employees with pay dates after September 30, 2013, the National portion of union dues shall be 0.735% of a workers regular wage with respect to regularly scheduled hours.

Regular pay/wages **includes**, where applicable, but is not limited to vacation pay, holiday pay, jury duty pay, full paid leave compensation, paid absence allowance compensation, cost of living allowance, supplementary unemployment benefits or an equivalent lay-off benefit, pay in lieu of notice and accumulated overtime taken as straight time off. Regular pay/wages **does not include** overtime, shift, Saturday, Sunday and holiday premiums, Workers Compensation benefits, relocation, termination or severance pay, pension supplemental parental or maternity benefits.

For those employees on piece work, dues would be based on actual hours worked, rather than compensated hours.

The above implies you will need to do two separate union dues calculations for the purposes of deducting dues from your employees. Once for the Local union based on hours worked and the rate of pay, which you are currently doing and another for the National union based on a percentage of worker's regular wages.

Reporting of Union dues deducted to Local union/National office:

We request the employer to furnish to the union on at least a monthly basis a complete dues listing including:

- The names of all active and inactive employees
- The amount of dues deducted for each employee (Local portion including building fund (and plant fund if applicable), National portion and a total column for the two)
- The relevant rate of pay and job classification for each employee
- The number of hours upon which union dues were calculated
- A reason should there be no deductions (i.e. WSIB, layoff, etc.)

The employer shall furnish to the union at least on an annual basis, commencing with Octobers 2013 dues remittance, a list containing the names of all active and inactive employees which includes their:

- Mailing address
- Phone number
- Email address (if applicable)

Given that the basis for calculation of union dues for the national portion (percentage of regular wages) and the local union portion (based on hours worked) are different we request that employers, when providing the amount of dues deducted for each person, provide a breakdown of those dues that belong to the national union and those that belong to the local union, based on the two calculations outlined above along with a total of the two. The dues can still be paid on one cheque. Please make cheques payable to UNIFOR Local 195 instead of CAW Local 195.

If you have any questions regarding the above do not hesitate to contact me.

Regards,

Mike Dunning, Secretary Treasurer,
UNIFOR Local 195

MD/klr-UNIFOR240

Enclosure

EXAMPLES:

1. If someone makes $20 per hour and works 4 weeks during a month or 160 hours (40 hours X 4 weeks), the dues would be as follows:

   Local portion:

   2.333 X $20 = $46.66
   46.66 X 46% = $21.46
   $21.46 + $1.00 building fund = **$22.46**

   National portion: (0.735% of monthly earnings, wages = $20.00/hour)

   $20.00 X 160 hours for the month = $3200.00
   $3200.00 X .00735 = **$23.52**

   Total dues remitted: $22.46 Local + $23.52 National = **$45.98**

2. If someone makes $10 per hour and works a total of 32 hours during the month:

   Local portion:

   1.167 X $10 = 11.67 (< 40 hours for the month)
   11.67 X 46% =$5.37
   $5.37 + $1.00 building fund = **$6.37**

   National portion:

   $10 X 32 hours for the month = $320.00
   $320.00 X .00735 = **$2.35**

   Total dues remitted: $6.37 Local + $2.35 National = **$8.72**

3. If someone makes $35 per hour and works 5 weeks during the month and 16 hours overtime for a total of 216 hours (40 hours X 5 weeks + 16 hours overtime during the month):

   Local portion:

   2.333 X $35.00 = $81.66
   $81.66 X 46% =$37.56
   $37.56 + $1.00 building fund = **$38.56**

   National portion:

   $35 X **200** hours for the month = $7000.00 (do not include 16 hours of overtime)
   $7000.00 X .00735 = **$51.45**

   Total dues remitted: $38.56 + $51.45 = **$90.01**

EXAMPLES:

1. If someone makes $20 per hour and works 4 weeks during a month or 160 hours (40 hours X 4 weeks), the dues would be as follows:

   Local portion:

   2.333 X $20 = $46.66
   46.66 X 46% = $21.46
   $21.46 + $1.00 building fund + $2.00 plant fund = **$24.46**

   National portion: (0.735% of monthly earnings, wages = $20.00/hour)

   $20.00 X 160 hours for the month = $3200.00
   $3200.00 X .00735 = **$23.52**

   Total dues remitted: $24.46 Local + $23.52 National = **$47.98**

2. If someone makes $10 per hour and works a total of 32 hours during the month:

   Local portion:

   1.167 X $10 = 11.67 (< 40 hours for the month)
   11.67 X 46% =$5.37
   $5.37 + $1.00 building fund + $2.00 plant fund = **$8.37**

   National portion:

   $10 X 32 hours for the month = $320.00
   $320.00 X .00735 = **$2.35**

   Total dues remitted: $8.37 Local + $2.35 National = **$10.72**

3. If someone makes $35 per hour and works 5 weeks during the month and 16 hours overtime for a total of 216 hours (40 hours X 5 weeks + 16 hours overtime during the month):

   Local portion:

   2.333 X $35.00 = $81.66
   $81.66 X 46% =$37.56
   $37.56 + $1.00 building fund + $2.00 plant fund = **$40.56**

   National portion:

   $35 X **200** hours for the month = $7000.00 (do not include 16 hours of overtime)
   $7000.00 X .00735 = **$51.45**

   Total dues remitted: $40.56 + $51.45 = **$92.01**