

<b>Earnings Code</b>	<b>Description</b>	
ST	Straight time	
ST COLA	Cost of Living on straight time hours	
ST SP 5%	Shift premium @ 5%	
STSP\$.50	Shift premium @ \$.50 on straight time hours	
ST SP10%	Shift premium @ 10%	
STSP\$1.00	Shift premium @ \$1.00 on straight time hours	
ST OT	Straight time overtime @ reg hrly rate	
STOTCOLA	Cost of Living on straight time overtime hours	
STOT 5%	Shift premium @ 5% on o/t straight time dollars	
STOT\$.5	Shift premium @ \$.50 on overtime hours	
STOT 10%	Shift premium @ 10% on o/t straight time dollars	
STOT\$1.00	Shift premium @ \$1.00 on overtime hours	
OT HT	Overtime paid @ .5 of reg hrly rate	
OT HT 5%	Shift premium @ 5% on o/t half time dollars	
OTHT 10%	Shift premium @ 10% on o/t half time dollars	
OT DT	Overtime paid @ reg hrly rate	
OTDT 5%	Shift premium @ 5% on o/t d/t time dollars	
OTDT 10%	Shift premium @ 10% on o/t d/t time dollars	
OT TT	Overtime paid @ double reg hrly rate	
OTTT 5%	Shift premium @ 5% on o/t t/t time dollars	
OTTT 10%	Shift premium @ 10% on o/t t/t time dollars	
SWW	Short work week	
Hol	Stat & GMCC Holiday pay	
Hol 5%	Stat & GMCC Holiday pay shift premium @ 5%	
Hol 10%	Stat & GMCC Holiday pay shift premium @ 10%	
Hol \$.5	Stat & GMCC Holiday pay shift premium @ \$.50/hour	
Hol \$1.0	Stat & GMCC Holiday pay shift premium @ \$1.00/hour	
CivcSTOT	Civic holiday straight time overtime	
CiSTOTC	Civic Holiday straight time COLA	
Ci HT 5%	Civic Holiday 5% shift premium	
CiHT 10%	Civic Holiday 10% shift premium	
Civc\$.5	Civic Holiday, shift premium @ \$.50/hour	
Civc \$1	Civic Holiday, shift premium @ \$1.00/hour	

Civic HT	Civic holiday half time overtime	
Civic 5%	Civic Holiday 5% shift premium, on ot half time dollars	
Civic10%	Civic Holiday 10% shift premium, on ot half time dollars	
C Hol	Christmas Holiday pay	
C Hol SP	Christmas Holiday pay shift premium	
VAA Hrs	Vacation advance	
VAP Hrs	Annual vacation paid, end of June (week 27)	
VAP SP %	Annual vacation shift premium paid, end of June	
VacPayHr	4% vacation pay	
DefVacPa	Deferred vacation pay	
VAC	Vacation credit paid based on hours, at the end of regular employment	
VAC SP %	Vacation credit shift premium	
Vac Term	Vacation paid upon termination, % of earnings	
PAA Hrs	Paid absence	
PAA 5%	Paid absence, 5% shift premium	
PAA 10%	Paid absence, 10% shift premium	
VAA Hrs	Hrly Vac Credit Hours GM	
Brv ST	Bereavement Straight Time	
Brv 5%	Bereavement 5% shift premium	
Brv 10%	Bereavement 10% shift premium	
Brv \$.5	Bereavement shift premium @ \$.50/hour	
Brv \$1	Bereavement shift premium @ \$1.00/hour	
Brv Sat	Bereavement Straight Time, Saturday	
BrvSat5%	Bereavement 5% shift premium, Saturday	
BrvSa10%	Bereavement 10% shift premium, Saturday	
BrvSa\$.5	Bereavement shift premium @ \$.50/hour, Saturday	
BrvSat\$1	Bereavement shift premium @ \$1.00/hour, Saturday	
JD ST	Jury Duty Straight Time	
JD 5%	Jury Duty 5% shift premium	
JD 10%	Jury Duty 10% shift premium	

JD \$.5	Jury Duty shift premium @ \$0.50/hour	
JD \$1	Jury Duty shift premium @ \$1.00/hour	
Gv LSP	Grievance lump sum payment	
Gv ST	Grievance straight time	
Gv COLA	Grievance straight time COLA	
Gv ST 5%	Grievance shift premium @ 5%	
Gv ST 10%	Grievance shift premium @ 10%	
Gv ST \$.5	Grievance shift premium @ \$0.50 on straight time hours	
Gv ST \$1	Grievance shift premium @ \$1.0 on straight time hours	
Gv STOT	Grievance straight time overtime	
Gv STOTC	Grievance straight time overtime COLA	
GvOT 5%	Grievance shift premium @ 5% on o/t straight time dollars	
GvOT10%	Grievance shift premium @ 10% on o/t straight time dollars	
GvOT\$.5	Grievance shift premium @ \$0.50 on overtime hours	
GvOT \$1	Grievance shift premium @ \$1.00 on overtime hours	
Gv OT HT	Grievance paid @ .5 of reg hrly rate	
GvHOT 5%	Grievance shift premium @ 5% on o/t half time dollars	
GvHOT10%	Grievance shift premium @ 10% on o/t half time dollars	

Gv OT DT	Grievance paid @ reg hrly rate	
GvDOT 5%	Grievance shift premium @ 5% on o/t d/t time dollars	
GvDOT10%	Grievance shift premium @ 10% on o/t d/t time dollars	
Gv OT TT	Grievance paid @ double reg hrly rate	
GvTOT 5%	Grievance shift premium @ 5% on o/t t/t time dollars	
GvTOT10%	Grievance shift premium @ 10% on o/t t/t time dollars	
Spec Pay	December bonus, Rativication bonus, etc	
SUB	Supplementary Unemployment Benefit	
S&A	Sick & Accident	
RegOPOFF	Regular pay overpayment	
SUBOPOFF	SUB overpayment	
ACE	Suggestion Award	
<b><u>Taxes</u></b>	<b><u>Description</u></b>	
Income tax/reg	Income tax -Periodic	ST, SWW. Hol, C Hol, VAA Hrs, VAP Hrs, DefVacPA, PAA Hrs, GvST, JD ST, PD ST
Income tax/non	Income tax - Non Periodic	all other earnings not listed above
CPP Employee C	Canada Pension plan	
EI Employee Pr	Employment Insurance	
<b><u>Employer Contributions</u></b>	<b><u>Description</u></b>	
CPP Employer	the employer cost for the contribution to the Canada Pension Plan	
EI Employer P	the employer cost for Employment Insurance premiums	
ON/Employers'	Ontario Employer Health tax - the employer premium required for Employer health Tax (EHT)	
ON/Workers Co	Ontario Workers Compensation - the employer premium required for Workplace Safety and Insurance for employees in Ontario. Other provinces are identified by the abbreviated province code for that province.	
TB/SIBI	Taxable Benefit (Survivor Income Benefit Insurance)	
TB/Group Ins	Taxable Benefit - the company cost of your Basic Life Insurance, which is a taxable benefit to you	
TB/Gift Card	Taxable Benefit for gift cards	

DCPP ER Cont	employer portion of Defined Contribution Pension Plan contribution - GMCC portion of 4%	
DCPP ER Match	employer portion of Defined Contribution Pension Plan voluntary - GMCC portion of 2%	
HealthCareER	the cost to GMCC to provide Health Care benefits	
S&A Prem ER	the cost to GMCC to provide Sickness and Accident benefits	
EDB ER	the cost to GMCC to provide Extended Disability benefits	
SIBI ER	the cost to GMCC for Survivor Income Benefit Insurance	

<u>Employee Deductions</u>	<u>Description</u>	
Health Care	Employee deduction for Health Care	
Dep Grp Life	Dependent group life insurance	
Opt Grp Life	Optional Group Life Insurance	
UW (region)	United Way (region)	
CU Auto Worke	Credit Union Auto Worker	
*UD UNIFOR	Union Dues for unifor	
*UD OUSE	Union dues for Ontario Utility Stationary Engineers	
*UD ONA	Union Dues for Ontario Nurses Association	
UD ONA NonDed	Union Dues for Ontario Nurses Association - non deductible	
UD S/Trade	Union dues for	
UD Refund	Union Dues Refund	
*DCPP 2080 EE	Employee portion of Defined Contribution Pension Plan contribution - 4%	
*DCPP 2080 Vo	Employee portion of Defined Contribution Pension Plan voluntary - 1%	
OP Recovery	Overpayment Recovery	
FRO	Family Responsibility Office deduction	
CRA Garn	Canada Revenue Agency Garnishment deduction	