

# Understanding Your Pay Stub

	Current 12/25/2023 - 1/7/2024			YTD As of 1/7/2024	
	Hours/Units	Rate	Amount	Hours/Units	Amount
<b>Earnings</b>	221.50		\$2,734.29	325.50	\$3,812.46
HOLIDAY 1.0	18.00	20.6300	\$371.34	18.00	\$371.34
Overtime 1.5				1.00	\$30.95
HOLIDAY 1.5	22.00	30.9450	\$680.79	22.00	\$680.79
PC3	68.00	20.6300	\$1,402.84	112.00	\$2,310.56
PREM	28.00	0.5000	\$14.00	43.00	\$21.50
Miscellaneous Earnings	0.50	20.6300	\$10.32	0.50	\$10.32
PREM3	85.00	3.0000	\$255.00	129.00	\$387.00
<b>Memo Information</b>			<b>\$28.62</b>		<b>\$57.24</b>
SEIU ER COST			\$28.62		\$57.24
<b>Pre-Tax Deductions</b>			<b>\$37.94</b>		<b>\$54.41</b>
UNIONDUE			\$37.94		\$54.41
<b>Taxes</b>			<b>\$659.74</b>		<b>\$820.39</b>
CPP			\$154.68		\$210.82
EI			\$45.39		\$63.29
Fed Tax			\$459.67		\$546.28
<b>Post-Tax Deductions</b>			<b>\$22.14</b>		<b>\$44.28</b>
SEIU BEN DED			\$22.14		\$44.28
<b>Reimbursements</b>			<b>\$101.40</b>		<b>\$101.40</b>
Travel Allow			\$101.40		\$101.40
	<b>Bank &amp; Transit #</b>	<b>Account #</b>	<b>Amount</b>		<b>Amount</b>
<b>Net Pay</b>			<b>\$2,115.87</b>		<b>\$2,994.78</b>
Direct Deposit			\$2,115.87		

Accruals & Balances			
Vac \$ Balance:	\$2,275.09	Dollars	Vac \$ Accrued: \$273.43 Dollars

The above example showing total hours of 221.50 includes all the noted hours in that box.

## Earnings:

- **HOLIDAY 1.0:** The Holiday 1.0 is the stat holiday pay. This amount is calculated based on the average hours worked four weeks prior to the statutory holiday.
- **HOLIDAY 1.5:** The Holiday 1.5 is any hours worked on the actual statutory holiday. These hours are paid at time and a half your regular rate of pay.
- **OVERTIME 1.5:** These are hours worked above the maximum number of 88 hours in a biweekly pay cycle. The additional hours are paid at time and a half your regular rate of pay.

- **PREM:** These are hours that receive the 0.50 premium on hours worked after 6:00 pm in the evening, Monday to Friday, and on all hours worked on the weekends, Saturday and Sunday.
- **Miscellaneous Earnings:** Miscellaneous earnings includes payment for Union meetings, Short travel, Scheduling error worker paid, Training and Education.
- **PREM3:** The PREM3 is the pandemic \$3.00 premium payment from the government paid on hours that qualifies, and are client facing hours.

#### **Memo Information:**

- **SEIU ER Cost:** Service Employees International Union (SEIU) Employer Cost. This is the amount that Circle of Care is paying on your behalf for benefits. (This amount is NOT deducted from your pay)

#### **Pre Tax Deductions:**

- **Union Due:** This is the amount deducted from the employee's pay on a biweekly basis, and remit to the union

#### **Taxes:**

- **Federal Tax:** Federal Income Tax deducted as per government regulations
- **CPP (Canada Pension Plan):** This is the amount contributed to the plan as per government regulations
- **EI (Employment Insurance):** Premiums deducted as per government regulations

#### **Post Tax Deduction:**

- **SEIU BEN DED:** Service Employees International Union (SEIU) Employee cost: This is the amount that is deducted from the employee's pay on a biweekly basis.

#### **Reimbursements:**

- **Travel Allow:** This is the amount reimbursed for travel, and is paid in the second pay of each month.

#### **Net Pay:**

- **Direct Deposit:** This is the take home pay after all the deduction happens, and this amount is deposited directly into the employee's bank account.