

**As a member of the core public service, how do I determine my correct amount in union dues?**

1. Union dues are based on the 1<sup>st</sup> step salary of your classification as found in your collective agreement. **As of December 2019, the PSAC will be utilizing the salaries as found in your most recent collective agreement.** This change is NOT retroactive – you will only see the change as of December 2019, starting on the December 11, 2019 pay.

Example:

CR-01 salary in the PA Table agreement of the collective agreement. Currently the PSAC is still utilizing the 2013 salary of \$33,128 to determine union dues. **As of December 2019, it will be utilizing the correct salary of \$34,990 which is the 1<sup>st</sup> step salary associated with the effective period of pay for our members.**

**CR: Clerical and Regulatory Group**  
**Annual rates of pay**  
**(in dollars)**

**Table Legend**

- §) Effective June 21, 2013
- A) Effective June 21, 2014
- B) Effective June 21, 2015
- X) Restructure effective June 21, 2016
- C) Effective June 21, 2016
- D) Effective June 21, 2017**

**CR-1 - Annual Rates of Pay (in dollars)**

| Effective Date                         | Step 1           | Step 2           | Step 3           | Step 4           | Step 5           | Step 6           |
|--|------------------|------------------|------------------|------------------|------------------|------------------|
| §) June 21, 2013                       | 33128            | 33817            | 34518            | 35217            | 35901            | 36601            |
| A) June 21, 2014                       | 33542            | 34240            | 34949            | 35657            | 36350            | 37059            |
| B) June 21, 2015                       | 33961            | 34668            | 35386            | 36103            | 36804            | 37522            |
| X) Restructure effective June 21, 2016 | 34131            | 34841            | 35563            | 36284            | 36988            | 37710            |
| <del>C) June 21, 2016</del>            | <del>34558</del> | <del>35277</del> | <del>36008</del> | <del>36738</del> | <del>37450</del> | <del>38181</del> |
| <b>D) June 21, 2017</b>                | <b>34990</b>     | <b>35718</b>     | <b>36458</b>     | <b>37197</b>     | <b>37918</b>     | <b>38658</b>     |

2. Union dues are based on rates established at the Local, Component and PSAC levels. The PSAC and Component rates are listed below. Your local executives can provide you with the most current local rate. Where a flat rate is indicated, it is per member per month.

| ENTITY  | Most current RATE |
|---|-------------------|
| PSAC  | 0.9557% + \$1     |
| Agriculture Union                                 | 0.7251% + \$2     |
| Government Services Union (GSU)                   | 0.626%            |
| Union of Health and Environment Workers (UHEW)    | 0.4966%           |
| Union of National Defense Employees (UNDE)        | 0.52559%          |
| Customs and Immigration Union (CIU)               | 0.44967% + \$3.11 |
| Union of Taxation Employees (UTE)                 | \$21.42           |
| Union of Veterans' Affairs Employees (UVAE)       | 0.596% + \$5.80   |
| Union of Canadian Transportation Employees (UCTE) | 0.7862%           |
| Canada Employment and Immigration Union (CEIU)    | 0.732%            |
| Union of Safety and Justice Employees (USJE)      | 0.7203%           |
| Union of National Employees (UNE)                 | 0.5956%           |

3. Assume you are a CR-01 with the Union of National Employees. The combination of PSAC and UNE rates is 0.9557% + 0.5956% for a total of 1.5513% + \$1.00 (for the PSAC Strike Fund).

Pre December 2019:

CR-01 earning 1<sup>st</sup> step salary of \$33,128 x 1.5513% = \$513.91 in dues for 12 months.

\$513.91 divided by 12 months = \$42.83 per month plus \$1.00 per member per month = \$43.83

If the local to which you belong to has a rate, the final amount will vary by the local rate.

As of December 2019:

CR-01 earning 1<sup>st</sup> step salary of \$34,990 x 1.5513% = \$542.80 in dues for 12 months.

\$542.80 divided by 12 months = \$45.23 per month plus \$1.00 per member per month = \$46.23.

Assume you are a PM-03 with the Agriculture Union. The combination of the PSAC and AGR rates is 0.9557% + 0.7251% for a total 1.6808% + \$3 (\$1 PSAC and \$2 AGR flat rates). The same formula as above is applied.

**CR : Groupe Commis aux écritures et aux règlements**

**Taux de rémunération annuels**

**(en dollars)**

**Légende**

- §) En vigueur à compter du 21 Juin 2013
- A) En vigueur à compter du 21 Juin 2014
- B) En vigueur à compter du 21 Juin 2015
- X) Restructuration en vigueur à compter du 21 Juin 2016
- C) En vigueur à compter du 21 Juin 2016
- D) En vigueur à compter du 21 Juin 2017

**CR-1 - Taux de rémunération annuel (en dollars)**

| En vigueur  | Échelon<br>1 | Échelon<br>2 | Échelon<br>3 | Échelon<br>4 | Échelon<br>5 | Échelon<br>6 |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
| §) 21 Juin 2013   | 33128        | 33817        | 34518        | 35217        | 35901        | 36601        |
| A) 21 Juin 2014   | 33542        | 34240        | 34949        | 35657        | 36350        | 37059        |
| B) 21 Juin 2015   | 33961        | 34668        | 35386        | 36103        | 36804        | 37522        |
| X)<br>Restructuration<br>en vigueur à<br>compter du 21<br>Juin 2016 | 34131        | 34841        | 35563        | 36284        | 36988        | 37710        |
| C) 21 Juin 2016   | 34593        | 35277        | 36008        | 36738        | 37450        | 38181        |
| D) 21 Juin 2017   | 34990        | 35718        | 36458        | 37197        | 37918        | 38658        |