

# How to Read Your Pay Statement

**FILE #**  
[REDACTED]

**GENERAL MOTORS OF CANADA COMPANY**  
Building A - 900 Park Rd S  
Oshawa, ON L1J 0A9

**Exemptions/Allowances**  
Fed.: CA 13,229.00 Addt: 0.00  
Prov: ON 10,783.00 Addt: 0.00

Earnings	PP Date	Rate	Hours	Amount	Year-To-Date
ST	07/04/20	27.32	40.00	1,092.80	1,092.80
ST OT	07/04/20	27.32	8.00	218.56	218.56
<b>GrossPay</b>				1,311.36	1,311.36
<b>Taxes</b>					
Employee total				204.91-	204.91-
CPP Employee C				65.38-	868.80-
EI Employee Pr				20.72-	276.68-
<b>Total Tax Withholding:</b>				291.01-	1,350.39-
<b>Miscellaneous</b>					
DCPPMAXCAMIMAN					1,072.00
DCPPMAXCAMIVOL					1,072.00

**EARNINGS STATEMENT**

Period Beginning: 06/28/2020  
Period Ending: 07/04/2020  
Pay Date: 07/09/2020  
Pers. No: [REDACTED]  
GlobalID: [REDACTED]

Information and ER Contributions	This Period	Year-to-Date
CPP Employer	65.38	868.80
EI Employer P	24.26	363.10
ON/Workers' Co	25.57	25.57
DCPP ER Cont	52.45	52.45
DCPP ER Match	26.23	26.23
Local 88 Reti	0.40	0.40
<b>Employee Deductions</b>		
*UD UNIFOR CA	14.84-	14.84-
Save TFSA	100.00-	100.00-
*DC Pen Plan	52.45-	52.45-
*DCPP 2080 Vo	13.11-	13.11-
<b>Total EE Ded:</b>	<b>180.40-</b>	<b>180.40-</b>
- * Pre-tax Deductions/Payments		
<b>Net Pay</b>		
Net Pay/Reg	839.95	
<b>Total Net Pay</b>	<b>839.95</b>	<b>839.95</b>

Quotas	Earned	Used	Balance
Vac Year Hrs	0.00		

**File Number** is standard payroll system generated information.

**Central GM Company Address**

**Pay Period Information** indicates the pay period beginning date, end date, and pay date.

**Personnel Number** is your payroll system identifier.

**Global ID** is your nine-digit GMIN.

**Employee Name and Mailing Address**

**Federal and Provincial Exemptions** and elected additional Federal and Provincial tax.

**Earnings and Taxes** Short text earnings descriptions followed by the pay period date, rate, hours, current amount and year-to-date totals.

**Gross Pay** Total of current earnings amounts and year-to-date amounts.

Current and year-to-date **Federal Income Tax, CPP and EI** deductions.

**Miscellaneous** includes tracks maximum hours for defined contribution pension plans (DCPP).

**Information and Employer (ER) Contributions** Current pay period and year-to-date employer contributions. Taxable benefits are also displayed here.

**Employee (EE) Deductions** Short text descriptions of employee deductions with current and year-to-date amounts. Deductions with an asterisk (\*) are deducted before the calculation of taxes.

**Net Pay** displays current pay period net pay based on the type of earnings, as well and year-to-date net total.

**Quotas** such as vacation entitlement hours, paid and unpaid vacation hours, and bank time hours are displayed.

**Non-Negotiable Cheque Simulation** The cheque simulation of the pay statement displays the central GM company address, pay date, and a few digits of bank deposit information along with the deposit amount.

**GENERAL MOTORS OF CANADA COMPANY**  
Building A - 900 Park Rd S  
Oshawa, ON L1J 0A9

Pay Date: 07/09/2020

THIS IS NOT A CHEQUE !!!

Depot effectue au compte de:	Type de Paie	Compt. No.	Succ/Cheque No.	Montant
Deposited to the account of:	Payment Type	Account No.	Bank/Cheque No.	Amount
[REDACTED]	Transfer	XXXXX1003	XXXXX	839.95

NON - NEGOTIABLE

Note:

- Beginning with the 7 October 2021 deposit, pay statements will be accessible on the Payroll portal
- If email address is up to date in Workday, employees can receive automatic pay statement alerts
- Kiosks will be available in the CAMI plant for those who do not have access to a computer with Internet or to a printer
- Direct deposits will replace manual cheques. There will be a processing time of two business days from receipt of request
- For existing CAMI employees to opt out of electronic-only pay statements, please call 1-800-930-9130 or email [gmnapeopleservices.us@gm.com](mailto:gmnapeopleservices.us@gm.com). Paper pay statements will be distributed with a delay of 2-3 business days from date of deposit
- New hires will be automatically enrolled in electronic pay statements
- The pay statement will include year-to-date taxes(bonus/regular), CPP, EI, and DCPP maximums to facilitate annual calculations
- Employees will receive separate T4 statements, based on which system earnings originated in (ie legacy vs new)
- RRSP, NRSP, and DCPP contributions will be calculated as a percentage of Gross Pay
- Tax deductions from all sources may vary from previous payroll system. However, total amounts deducted over the course of the year will remain consistent with prior year and follow the CRA guidelines
- Beginning in January 2022, employees who claim other than basic exemption or extra tax will need to file a new TD1 (federal) and/or TD1 ON (Ontario) form annually
- On weeks when Monday is a holiday, the pay deposit date will move from Thursday to Friday
  - Similarly, when there is a banking holiday on Thursday, the pay deposit date will move to Friday
- Changes to banking information and email address will be via Workday portal
- You can also access your pay statement via ADP Payslip link in Workday

If you have any questions about your pay statement, please contact 1-800-930-9130 or [gmnapeopleservices.us@gm.com](mailto:gmnapeopleservices.us@gm.com).

## New Pay Statement Abbreviations with Full-Text Equivalents

Please note that many abbreviations will appear on your new pay statement in order to make efficient use of viewing space. The full-text version of the most commonly used are found below.

### **Earnings Code**

### **Description**

ST	Straight time
ST COLA	Cost of Living on straight time hours
ST SP 5%	Shift premium @ 5%
STSP\$.50	Shift premium @ \$0.50 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 hourly 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 @ \$0.50 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 hourly 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 hourly 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 hourly 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 @ \$0.50/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
Civic\$.5	Civic Holiday, shift premium @ \$0.50/hour
Civic \$1	Civic Holiday, shift premium @ \$1.00/hour
Civic HT	Civic holiday half time overtime
Civic 5%	Civic Holiday 5% shift premium, on o/t half time dollars
Civic10%	Civic Holiday 10% shift premium, on o/t half time dollars
C Hol	Christmas Holiday pay
C Hol SP	Christmas Holiday pay shift premium
Vacation	Vacation paid hours taken
VacPay%	Vacation pay
VacPayHr	4% vacation pay
VAC	Vacation credit paid based on hours, at the end of regular employment
Vac Term	Vacation paid upon termination, % of earnings

VAA Hrs	Hourly 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 @ \$0.50/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 @ \$0.50/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 hourly 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 hourly 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 hourly 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, Ratification 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>
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Employee total	Income tax – Periodic & Non-Periodic
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CPP Employee C	Canada Pension plan
EI Employee Pr	Employment Insurance

<b><u>Employer Contributions</u></b>	<b><u>Description</u></b>
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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%
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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

<b><u>Employee Deductions</u></b>	<b><u>Description</u></b>
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Health Care	Employee deduction for Health Care
Dep Grp Life	Dependent group life insurance
Opt Grp Life	Optional Group Life Insurance

*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