



Attention Unifor Local 111 Members

Upcoming Pay Period Information

Sisters & Brothers,

CMBC has asked the union to forward the following message:

Today, we are confirming that normal pay procedures have resumed for Pay Period 1, with pay to be issued tomorrow, January 15, 2021. Below you'll find information that may be applicable to your Pay Period 1 earnings, including pay recovery for overpayment that has not yet been reconciled, changes to tax rates for the 2021 tax year, and United Way deductions for those employees who registered to contribute.

Pay recovery for overpayments

All remaining overpayments resulting from pay advances that have not yet been reconciled will be recovered over the first three pay periods of 2021. The total overpayment amount will be recovered in three equal amounts over Pay Periods 1, 2, and 3 (issued January 15, January 29, and February 12 respectively), regardless of the sum.

Note: If you are leaving the organization prior to recovery of the overpayments, overpayments will be done in full from your last Pay Period.

Example*:

1. PP25: Pay advance December 4 was \$1,200, but actual net pay after reconciliation is \$1,100.
2. PP26: Pay advance December 18 was \$1,200, but actual net pay after reconciliation is \$1,100.
3. Employee took the extra \$500 pay advance.
4. PP27: Pay advance December 31 was \$1,200, but actual net pay after reconciliation is \$1,100.

Employee received:

1. PP25: \$0 (\$1,100 net pay - \$1,200 advance = negative \$100 carried over to PP26)
2. PP26: \$0 (\$1,100 net pay - \$1,200 advance and the \$500 extra pay advance and the \$100 carried over from PP26 = negative \$700 to be carried over to PP27)
3. PP27: \$0 (\$1,100 net pay - \$1,200 advance and the negative \$700 carried over from PP26 = **\$800 net overpayments**)

Continuation of reconciliation with \$800 to be recovered over three pay periods:

1. PP1: \$266.67 will be recovered
2. PP2: \$266.67 will be recovered
3. PP3: \$266.66 will be recovered

**You'll note this is an update of example #3 provided in the January 5 pay reconciliation communication.*

Tax updates for 2021

Please note that the final pay period of 2020 covered December 14 to December 27, 2020, with a pay date of December 31, 2020. The first pay of 2021 covers December 28, 2020 to January 10, 2021, with a pay date of January 15, 2021. The 2021 biweekly payroll cycle will end on December 26, 2021, with a pay date December 31, 2021. There are 26 pay periods in 2021. See the [2021 Payroll Calendar](#) and the [2021 Salary RWWL ATO and Deduction Schedule](#) for more info.

2021 TD1 / TD1BC Personal Tax Credit Return

TD1 and TD1BC exemptions have been reset to the basic federal and provincial amounts for all employees effective January 1, 2021. **If you are claiming something other than the basic exemption for 2021, please submit a new form (TD1 and TD1BC) to Payroll Services at mail drop S755 (287 Nelson's Court, New Westminster, BC V3L 0E7).** Employees who previously requested additional tax withholding per pay will not be affected by the exemption reset. For additional information, visit [Canada.ca](#)

2021 CPP and EI Rates

The 2021 Canada Pension Plan (CPP) and Employment Insurance (EI) rates are effective for the first pay date of the year, January 15, 2021.

CPP – Canada Pension Plan	
Annual Maximum Contributory Earnings	\$61,600.00
Contribution Rate	5.45%
Annual Maximum Employee Contribution	\$3,166.45
EI – Employment Insurance	
Annual Maximum Insurable Earnings	\$56,300.00
Premium Rate	1.58%
Annual Maximum Premium	\$889.54

United Way deductions

For those of you who have registered to contribute to United Way through regular payroll deductions, there is a delay this year due to time restrictions. The first two pay period deductions will both occur in Pay Period 2, issued January 29, 2021. Deductions will then resume according to the frequency specified in your donation pledge.

If you have questions or require additional information, please email pay.inquiries@translink.ca.

In Solidarity,



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