

COLLECTIVE BARGAINING AGREEMENT

Payroll Calculator & Compliance Template

Employee Name

Union ID / Local No.

Job Classification / Grade

Pay Step Level

Pay Period Start Date

Pay Period End Date

CBA Agreement Reference

Hourly Base Rate (\$)

1. Hours & Earnings (As per CBA Rate Schedules)

| Earnings Category | Multiplier | Hours Worked | Hourly Rate (\$) | Total Earnings (\$) |
|------------------------------|----------------------|----------------------|----------------------|----------------------|
| Regular Straight Time | 1.0x | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Overtime (Daily/Weekly) | 1.5x | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Double Time (Sunday/Holiday) | 2.0x | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Night Shift Differential | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Hazard Pay / Premium | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Paid Leave (Vacation/Sick) | 1.0x | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Gross CBA Earnings | | <input type="text"/> | | <input type="text"/> |

2. Union Deductions (Employee Paid)

| Deduction Type | Amount (\$) / Rate |
|-------------------------------|----------------------|
| Union Monthly Dues | <input type="text"/> |
| Union Initiation Fee | <input type="text"/> |
| CBA Pension Contribution | <input type="text"/> |
| Voluntary PAC Fund | <input type="text"/> |
| Total Union Deductions | <input type="text"/> |

3. Statutory & Other Deductions

| Deduction Type | Amount (\$) |
|-----------------------------|----------------------|
| Federal Income Tax | <input type="text"/> |
| Social Security (FICA) | <input type="text"/> |
| Medicare | <input type="text"/> |
| State / Local Tax | <input type="text"/> |
| Total Tax Deductions | <input type="text"/> |

4. Employer Paid CBA Contributions (Fringe Benefits - Non-Deductible from Employee)

| Benefit Description | Calculation Basis (e.g., Per Hour/Flat) | Rate (\$) | Total Employer Contribution (\$) |
|---|---|----------------------|----------------------------------|
| Health & Welfare Trust Fund | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Pension Trust Fund Contribution | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Apprenticeship / Training Fund | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Industry Promotion Fund | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Total Employer Paid CBA Benefits | | | <input type="text"/> |

5. Pay Summary

| | |
|---|----------------------|
| Gross CBA Earnings | <input type="text"/> |
| Less: Total Union Deductions (Section 2) | <input type="text"/> |

| | |
|---|----------------------|
| Less: Total Tax & Other Deductions (Section 3) | <input type="text"/> |
| NET PAY ESTIMATE | <input type="text"/> |

Prepared By (Payroll Administrator)

Date: _____

Approved By (Union Representative / Shop Steward if required)

Date: _____

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[Calculate](#)