



Benefits by Design

QUICK FACTS 2019



Canada Pension Plan (CPP)

The CPP provides retirement benefits to people who have worked and contributed to the plan. The CPP supplements your retirement savings plan. Contributions towards CPP are deducted from the individual's pay. This chart specifies annual contribution limits for individuals based on the Canada Revenue Agency (CRA) guidelines.

Contributions		2018	2019
Annual Maximum Pensionable Earnings		\$55,900	\$57,400
Annual Basic Exemption		\$3,500	\$3,500
Contribution Basis		\$53,400	\$53,900
Maximum Annual Contributions	Employee	\$2,593.80 <i>4.95% of 52,400</i>	\$2,748.90 <i>5.10% of 53,900</i>
	Employer	\$2,593.80 <i>4.95% of 52,400</i>	\$2,748.90 <i>5.10% of 53,900</i>
	Self-Employed	\$5,187.60 <i>9.90% of \$52,400</i>	\$5,497.80 <i>10.2% of \$53,900</i>

Benefits - CPP	2018 Max. Amount	2019 Max. Amount
Retirement Pension: age 65	\$1,134.17	\$1,154.58
Post Retirement	\$28.35	\$28.86
Death Benefits		
Lump sum	\$2,500.00	\$2,500.00
Surviving spouse (under age 65)	\$614.62/month	\$626.63/month
Surviving spouse (age 65 and over)	\$680.50/month	\$692.75/month
Child (per child)	\$244.64/month	\$250.27/month
Disability Benefits		
Contributor	\$1,335.83/month	1,362.30/month
Child (per child)	\$244.64/month	\$250.27/month

Quebec Pension Plan (QPP)

The QPP provides retirement benefits to people who have worked and contributed to the plan in Quebec. Contributions towards QPP are deducted from the individual's pay. This chart specifies annual contribution limits for individuals based on the Canada Revenue Agency (CRA) guidelines.

Contributions		2018	2019
Annual Maximum Pensionable Earnings		\$55,900	\$57,400
Annual Basic Exemption		\$3,500	\$3,500
Contribution Basis		\$53,400	\$53,900
Maximum Annual Contributions	Employee	\$2,829.60 <i>5.40% of 52,400</i>	\$2,910.60 <i>5.40% of 53,900</i>
	Employer	\$2,829.60 <i>5.40% of \$52,400</i>	\$2,910.60 <i>5.40% of \$53,900</i>
	Self-Employed	\$5,659.20 <i>10.80% of \$52,40</i>	\$5,821.20 <i>10.80% of \$53,900</i>

Benefits - CPP	2018 Max. Amount	2019 Max. Amount	
Retirement Pension			
- Age 65	\$1,134.17	\$1,154.58	
- Age 60 (64%)	\$725.87	\$738.93	
- Age 70 (142%)	\$1,610.52	\$1,639.50	
Death Benefits			
Lump sum	\$2,500.00	\$2,500.00	
Under Age 45	Without dependent children	\$549.57/month	\$562.22/month
	With dependent children	\$875.80/month	\$895.95/month
	Disabled (with or without children)	\$910.48/month	\$931.43/month
Age 45 to 64	\$895.81/month	\$931.43/month	
Age 65 & over	\$668.50/month	\$696.15/month	
Child (per child)	\$241.02/month	\$250.27/month	
Disability Benefits			
Contributor	\$1,335.80/month	\$1,362.27/month	
Child (per child)	\$77.67/month	\$79.46/month	

Employment Insurance

EI is an amount that each employee is required to pay based on their earnings in case the insurance is ever required. EI comes into play when an employee has lost their job and, through no fault of their own, are available to work but unable to secure employment. There are two types of benefits: regular and special.

Regular: Loss of employment through no fault of your own.

Special benefits include:

- Maternity and parental benefits. If you are pregnant or the mother/father caring for a newborn or adopted child.
- Sickness benefits: If you are sick or injured or are quarantined due to an illness.
- Compassionate care benefits: If you have to take time off work for a sick family member

	2018	2019
Maximum weekly benefit	\$547.00	\$562.00
Maximum annual insurable earnings	\$51,700	\$53,100
Employee contribution rate (outside Quebec)	1.66%	1.62%
Employee contribution rate	2.324%	2.268%
Maximum employee cost	\$858.22	\$860.22
Maximum employee cost - non-qualified plan	\$1,201.51	\$1,204.31
Employer contribution rate (Quebec)	1.30%	1.25%
Employer contribution rate	1.82%	1.75%
Maximum employee cost	\$672.10	\$663.75
Maximum employee cost - non-qualified plan	\$940.94	\$929.25

Quebec Parental Insurance Plan (QPIP)

QPIP supplements income for parents on parental leave. It is designed to support new parents as they devote time to their children in their first few months. It replaces maternity, parental or adoptive parent benefits provided before 2006 under the federal employment insurance plan.

	2018	2019
Maximum annual insurable earnings	\$74,000	\$76,500
Employee contribution rate	0.548%	0.526%
Employer contribution rate	0.767%	0.736%
Maximum employee cost	\$405.52	\$402.39
Maximum employer cost	\$567.58	\$563.04
Maximum self-employed contribution	\$720.02	\$714.51

Registered Pension / Savings Plan

Individual contributions to Registered Retirement Savings Plans (RRSP) and Registered Pension Plans (RPP) are tax deductible and not taxed until the funds are withdrawn. For RRSP and RPP plans, there is a maximum amount for what you can deposit in a given year. Tax-Free Savings Accounts (TFSA) are a government-regulated tax-free savings plan. Similar to the RRSP and RPP plans, there is a cap on the amount you can deposit per year. Deferred Pension Savings Plan (DPSP) is a savings plan whereby an employer contributes up to a certain amount (typically in the form of a percentage of your earnings). A DPSP acts like a pension at ages 60-65.

	2018	2019
Defined benefit plan (Limit for P.A. Calc.)	\$55,900	\$57,400
Defined contribution plan / RPP	\$26,500	\$27,230
Registered education savings plan (RESP)	\$7,200	\$7,200
Registered retirement savings plan (RRSP)	\$26,230	\$26,500
Deferred profit sharing plan (DPSP)	\$13,250	\$13,615
Tax-free savings account (\$5,000/yr from 2009-2012)	\$5,500	\$6,000

Provincial Medical Plans

		2018	2019
British Columbia (Employer Health Tax - EHT) <i>2019 MSP was replaced by the EHT</i> <i>Employers who currently pay MSP premiums will pay both those premiums and the EHT.</i> <i>*Charitable and non-profit employers with BC payroll, EHT will be calculated for each location. The EHT with respect to location having payroll of \$1,500,000.00 or less will be zero</i>	Gross annual payroll exemptions (includes associated corps. sharing exemption) ¹	\$ N/A	\$500,000
	Up to 500,000.00	N/A %	0.0%
	\$500,000.01 to \$1,500,000.00 (payroll - \$500,000)	N/A %	2.925%
	Over \$1,500,000.00 (1.95% X total payroll)	N/A %	1.95%
Manitoba (Employer Health Tax - Gross annual payroll)	Gross annual payroll - \$1,250,00 or less	Exempt - no payroll tax	Exempt - No payroll tax
	\$1,250,001 to \$2,500,000	(Remuneration - \$1.25 million) x4.3%	(Remuneration - \$1.25 million) x4.3%
	\$2,500,000 or more (from first dollar)	Remuneration x 2.15%	Remuneration x 2.15%
Ontario (Employer Health Tax - EHT) <i>See separate table for premiums payable by individual</i>	Gross annual payroll exemptions (includes associated corps. sharing exemption) ¹	\$450,000	\$490,000
	Up to 200,000.00	0.98%	0.98%
	\$200,000.01 to \$400,000.00	1.101% - 1.829%	1.101% - 1.829%
	Over \$400,000.00	1.95%	1.95%
Quebec (Health Services Fund - HSF)	Gross annual payroll - \$1,000,000 or less	2.55%	2.40%
	\$5,000,000 or more	4.26%	4.26%
	Over \$1,000,000 but less than \$5,000,000	Between 2.12% and 4.26%	Between 2.40% and 4.26%
Newfoundland & Labrador (Health Tax)	Gross annual payroll - \$1,200,000 or less	Exempt - no payroll tax	Exempt - no payroll tax
	\$1,200,001 or more	2%	2%
Alberta	Government funded	n/a	n/a
Saskatchewan	Government funded	n/a	n/a
New Brunswick	Government funded	n/a	n/a
Nova Scotia	Government funded	n/a	n/a
Prince Edward Island	Government funded	n/a	n/a
Northwest Territories	Government funded	n/a	n/a
Nunavut	Government funded	n/a	n/a

¹ No exemption for private sector employers, including associated groups, with annual payrolls over \$5 million

Ontario

Individual Health Premiums

Ontario residents pay the health premium through the income tax system. The money collected through the tax funds Ontario's health services.

Taxable Income	2005 and later tax years
\$0.00 - \$20,000	no premium
\$20,001 - \$25,000	(taxable income - \$20,000) x 6%
\$25,000 - \$36,000	\$300
\$36,001 - \$38,500	\$300 + (taxable income - \$36,000) x 6%
\$38,501 - \$48,000	\$450
\$48,001 - \$48,600	\$450 + (taxable income - \$48,000) x 25%
\$48,601 - \$72,000	\$600
\$72,001 - \$72,600	\$600 + (taxable income - 72,000) 25%
\$72,601 - \$200,000	\$750
\$200,001 - \$200,600	\$750 + (taxable income - \$200,000) x 25%
\$200,601 +	\$900

Workers' Compensation

Maximum assemble earnings subject to premiums

Workers compensation (WCIB) is a percentage of earnings that you are required to pay out of your paycheck if you ever need to draw on it. Maximum assessable earnings subject to premiums

Taxable Income	2018	2019
British Columbia	\$82,700	\$84,800
Alberta	\$98,700	\$98,700
Saskatchewan	\$82,627	\$88,314
Manitoba	\$127,000	\$127,000
Ontario	\$90,300	\$92,600
Quebec	\$74,000	\$76,500
New Brunswick	\$63,600	\$64,800
Newfoundland and Labrador	\$64,375	\$65,600
Nova Scotia	\$59,800	\$60,900
Prince Edward Island	\$53,400	\$55,000
Northwest Territories	\$90,600	\$92,400
Nunavut	\$90,600	\$92,400
Yukon	\$86,971	\$89,145

Reference Sheet

Group benefit taxation

Each benefit, depending on what your employer provides, plus the percentage you pay versus the percentage your employer pays - makes it a taxable or a non-taxable benefit.

Taxable Income	Premium is a tax deductible expense (Employer)	Employer contributions? ¹	Benefit payments to employee
Group Life	yes	Taxable Benefit	Non-Taxable
Group Dependent Life	yes	Taxable Benefit	Non-Taxable
Group Wage-Loss Replacement Plans ² (S.T.D. & L.T.D.)	yes	Non-Taxable	Yes/No
Group A.D& D.	yes	Taxable Benefit	Non-Taxable
Group Critical Illness	yes	Taxable Benefit	Non-Taxable
Group Extended Health Benefit	yes	Non-Taxable ³	Non-Taxable
Group Dental	yes	Non-Taxable ³	Non-Taxable
Group Employee Assistance Program (EAP)	yes	Non Taxable	Non-Taxable

¹ Certain Employer paid contributions are subject to GST/HST and/or PST or provincial insurance levies and should be added to the value of the taxable benefit

² The disability benefit payments are taxable to the employee if any part of the short-term or long-term disability premium is paid by the employer. No, if the entire short-term or long-term premium is paid by the employee. Where the costs of the short-term or long-term disability plan are shared between employer and employee, the employee is entitled to receive benefits equal to his/her contributions on a non-taxable basis. To ensure that the non-taxable status of disability benefits are preserved, it is important to maintain accurate payroll records. For further information, please contact your tax advisor.

³ Taxable benefit in Quebec



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