

Canadian Benefit Programs 2018 Update

On January 1, 2018, contribution limits, contribution rates and benefit maximums are increasing for certain Canadian benefit programs. A summary of the new amounts for 2018 is contained herein.

WCBC Western Compensation
& Benefits Consultants

WCBC helps Canadian employers pay employees appropriately by providing customized solutions, market-based research and professional advice. Contact us to learn how we can help you achieve your compensation goals.

Contact Barry D. Cook, Partner
Western Compensation & Benefits Consultants
2000 - 1188 W. Georgia Street
Vancouver, BC V6E 4A2
604-683-9155 | 800-781-2411 | wcbc@wcbc.ca

To receive news, research updates and promotions regarding WCBC services and products subscribe at:
wcbc.ca/subscribe

Canadian Benefit Programs 2018 Update

Jan 1, 2017

Jan 1, 2018

Employment Insurance (Federal)

Maximum Annual Insurable Earnings	\$51,300	\$51,700
Premium Rate (Employee)	1.63%	1.66%
Premium Rate (Employer)	2.282%	2.324%
Maximum Annual Premium (Employee)	\$836.19	\$858.22
Maximum Annual Premium (Employer)	\$1,170.67	\$1,201.51
Maximum Weekly Benefit	\$543	\$547

Employment Insurance (Quebec)

Maximum Annual Insurable Earnings	\$51,300	\$51,700
Premium Rate (Employee)	1.27%	1.30%
Premium Rate (Employer)	1.778%	1.82%
Maximum Annual Premium (Employee)	\$651.51	\$672.10
Maximum Annual Premium (Employer)	\$912.11	\$940.94
Maximum Weekly Benefit	\$543	\$547

Quebec Parental Insurance Plan

Maximum Annual Insurable Earnings	\$72,500	\$74,000
Premium Rate (Employee)	0.548%	0.548%
Premium Rate (Employer)	0.767%	0.767%
Maximum Annual Premium (Employee)	\$397.30	\$405.52
Maximum Annual Premium (Employer)	\$556.08	\$567.58
Maximum Weekly Benefit	\$766.83 / \$975.96 / \$1,045.67 (depending on plan chosen and type of benefit)	\$782.69 / \$996.15 / \$1,067.31 (depending on plan chosen and type of benefit)

Canadian Benefit Programs 2018 Update

Jan 1, 2017

Jan 1, 2018

Canada Pension Plan

Maximum Annual Pensionable Earnings	\$55,300	\$55,900
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	4.95%	4.95%
Maximum Annual Contribution (Employee/Employer)	\$2,564.10	\$2,593.80
Maximum Monthly Retirement Pension (at age 65)	\$1,114.17	\$1,134.17
Maximum Monthly Post-Retirement Benefit (at age 65)	\$27.85	\$28.35
Maximum Monthly Disability Benefit	\$1,313.66	\$1,335.83
Maximum Monthly Survivor's Pension (younger than 65)	\$604.32	\$614.62
Maximum Monthly Survivor's Pension (65 and older)	\$668.50	\$680.50
Maximum Monthly Benefit for Children of Disabled Contributor	\$241.02	\$244.64
Maximum Monthly Benefit for Children of Deceased Contributor	\$241.02	\$244.64
Maximum Lump Sum Death Benefit	\$2,500.00	\$2,500.00
Maximum Monthly Combined Benefits:		
Combined Survivor's and Retirement Pension (at age 65)	\$1,114.17	\$1,134.17
Combined Survivor's Pension and Disability Benefit	\$1,313.66	\$1,335.83

Jan 1, 2017

Jan 1, 2018

Quebec Pension Plan

Maximum Annual Pensionable Earnings	\$55,300	\$55,900
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	5.40%	5.40%
Maximum Annual Contribution (Employee/Employer)	\$2,797.20	\$2,829.60
Maximum Monthly Retirement Pension (at age 65)	\$1,114.17	\$1,134.17
Maximum Monthly Retirement Pension Supplement	\$21.42	\$21.58
Maximum Monthly Disability Benefit	\$1,313.63	\$1,335.80
Additional Maximum Monthly Disability Benefit for Retirement Pension Beneficiaries	\$478.00	\$485.17
Maximum Monthly Survivor's Pension:		
Under age 45, not disabled, without dependent children	\$540.23	\$549.57
Under age 45, not disabled, with dependent children	\$861.64	\$875.80
Under age 45, disabled, with or without dependent children	\$895.81	\$910.48
Between ages 45 and 64	\$895.81	\$910.48
Age 65 or over	\$668.50	\$680.50
Maximum Monthly Benefit for Children of Disabled Contributor	\$76.52	\$77.67
Maximum Monthly Benefit for Children of Deceased Contributor	\$241.02	\$244.64
Maximum Lump Sum Death Benefit	\$2,500.00	\$2,500.00

Jan 1, 2017 Jan 1, 2018

Registered Pension & Savings Plans

Money Purchase - Maximum Annual Contribution Limit	\$26,230	\$26,500
Defined Benefit - Maximum Annual Pension Limit	\$2,914.44	\$2,944.44
Deferred Profit Sharing Plan - Maximum Annual Contribution Limit	\$13,115	\$13,250
Registered Retirement Savings Plan - Maximum Annual Contribution Limit	\$26,010	\$26,230
Tax-Free Savings Account - Maximum Annual Contribution Limit	\$5,500	\$5,500

April to June, 2018

Old Age Security

Maximum Monthly Pension	\$589.59
Maximum Monthly Guaranteed Income Supplement Benefits:	
Single, widowed or divorced pensioner	\$880.61
Spouse/common-law partner receives OAS pension	\$530.12
Spouse/common-law partner does not receive OAS pension	\$880.61
Spouse/common-law partner receives the Allowance	\$530.12
Maximum Monthly Allowance Benefits:	
Spouse/common-law partner receives GIS and OAS pension	\$1,119.71
Surviving spouse or common-law partner	\$1,334.72