



# 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](mailto:wcbc@wcbc.ca)**

*To receive news, research updates and promotions regarding WCBC services and products subscribe at: [wcbc.ca/subscribe](http://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 /<br>\$975.96 /<br>\$1,045.67<br>(depending on<br>plan chosen and<br>type of benefit) | \$782.69 /<br>\$996.15 /<br>\$1,067.31<br>(depending on<br>plan chosen and<br>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    |

July to September, 2018

## Old Age Security

|  |            |
|--|------------|
| Maximum Monthly Pension                                | \$596.67   |
| Maximum Monthly Guaranteed Income Supplement Benefits: |            |
| Single, widowed or divorced pensioner                  | \$891.18   |
| Spouse/common-law partner receives OAS pension         | \$536.48   |
| Spouse/common-law partner does not receive OAS pension | \$891.18   |
| Spouse/common-law partner receives the Allowance       | \$536.48   |
| Maximum Monthly Allowance Benefits:                    |            |
| Spouse/common-law partner receives GIS and OAS pension | \$1,133.15 |
| Surviving spouse or common-law partner                 | \$1,350.74 |