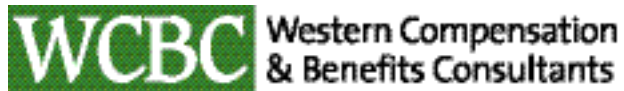


Canadian Benefit Programs 2020 Update

On January 1, 2020, contribution limits, contribution rates and benefit maximums are increasing for certain Canadian benefit programs. A summary of the new amounts for 2020 is contained herein.



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.

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Canadian Benefit Programs 2020 Update

Jan 1, 2019

Jan 1, 2020

Employment Insurance (Federal)

Maximum Annual Insurable Earnings	\$53,100	\$54,200
Premium Rate (Employee)	1.62%	1.58%
Premium Rate (Employer)	2.268%	2.212%
Maximum Annual Premium (Employee)	\$860.22	\$856.36
Maximum Annual Premium (Employer)	\$1,204.31	\$1,198.90
Maximum Weekly Benefit	\$562	\$573

Employment Insurance (Quebec)

Maximum Annual Insurable Earnings	\$53,100	\$54,200
Premium Rate (Employee)	1.25%	1.20%
Premium Rate (Employer)	1.75%	1.68%
Maximum Annual Premium (Employee)	\$663.75	\$650.40
Maximum Annual Premium (Employer)	\$929.25	\$910.56
Maximum Weekly Benefit	\$562	\$573

Quebec Parental Insurance Plan

Maximum Annual Insurable Earnings	\$76,500	\$78,500
Premium Rate (Employee)	0.526%	0.494%
Premium Rate (Employer)	0.736%	0.692%
Maximum Annual Premium (Employee)	\$402.39	\$387.79
Maximum Annual Premium (Employer)	\$563.04	\$543.22
Maximum Weekly Benefit	\$809.13 / \$1,029.80 / \$1,103.36 (depending on plan chosen and type of benefit)	\$830.28 / \$1,056.72 / \$1,132.20 (depending on plan chosen and type of benefit)

Canadian Benefit Programs 2020 Update

	Jan 1, 2019	Jan 1, 2020
Canada Pension Plan		
Maximum Annual Pensionable Earnings	\$57,400	\$58,700
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	5.10%	5.25%
Maximum Annual Contribution (Employee/Employer)	\$2,748.90	\$2,898.00
	\$1,154.58	\$1,175.83
Maximum Monthly Retirement Pension (at age 65)	\$28.86	\$29.40
Maximum Monthly Post-Retirement Benefit (at age 65)	\$1,362.30	\$1,387.66
Maximum Monthly Disability Benefit	\$626.63	\$638.28
Maximum Monthly Survivor's Pension (younger than 65)	\$692.75	\$705.50
Maximum Monthly Survivor's Pension (65 and older)	\$250.27	\$255.03
Maximum Monthly Benefit for Children of Disabled Contributor	\$250.27	\$255.03
Maximum Monthly Benefit for Children of Deceased Contributor	\$2,500.00	\$2,500.00
Maximum Lump Sum Death Benefit	\$1,154.58	\$1,175.83
Maximum Monthly Combined Benefits:	\$1,362.30	\$1,387.66
Combined Survivor's and Retirement Pension (at age 65)	\$1,134.17	\$1,154.58
Combined Survivor's Pension and Disability Benefit	\$1,335.83	\$1,362.30

Canadian Benefit Programs 2020 Update

	Jan 1, 2019	Jan 1, 2020
Quebec Pension Plan		
Maximum Annual Pensionable Earnings	\$57,400	\$58,700
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	5.55%	5.70%
Maximum Annual Contribution (Employee/Employer)	\$2,991.45	\$3,146.40
Maximum Monthly Retirement Pension (at age 65)	\$1,154.58	\$1,175.83
Maximum Monthly Retirement Pension Supplement	\$21.83	\$22.46
Maximum Monthly Disability Benefit	\$1,362.27	\$1,387.63
Additional Maximum Monthly Disability Benefit for Retirement Pension Beneficiaries	\$496.33	\$505.76
Maximum Monthly Survivor's Pension:		
Under age 45, not disabled, without dependent children	\$562.22	\$570.74
Under age 45, not disabled, with dependent children	\$895.95	\$910.81
Under age 45, disabled, with or without dependent children	\$931.43	\$946.96
Between ages 45 and 64	\$931.43	\$946.96
Age 65 or over	\$696.15	\$705.91
Maximum Monthly Benefit for Children of Disabled Contributor	\$79.46	\$80.97
Maximum Monthly Benefit for Children of Deceased Contributor	\$250.27	\$255.03
Maximum Lump Sum Death Benefit	\$2,500.00	\$2,500.00

Canadian Benefit Programs 2020 Update

Jan 1, 2019

Jan 1, 2020

Registered Pension & Savings Plans

Money Purchase - Maximum Annual Contribution Limit	\$27,230	\$27,830
Defined Benefit - Maximum Annual Pension Limit	\$3,025.56	\$3,092.22
Deferred Profit Sharing Plan - Maximum Annual Contribution Limit	\$13,615	\$13,915
Registered Retirement Savings Plan - Maximum Annual Contribution Limit	\$26,500	\$27,230
Tax-Free Savings Account - Maximum Annual Contribution Limit	\$6,000	\$6,000

January to March, 2020

Old Age Security

Maximum Monthly Pension	\$613.53
Maximum Monthly Guaranteed Income Supplement Benefits:	\$916.38
Single, widowed or divorced pensioner	\$551.63
Spouse/common-law partner receives OAS pension	\$916.38
Spouse/common-law partner does not receive OAS pension	\$551.63
Spouse/common-law partner receives the Allowance	\$1,165.16
Maximum Monthly Allowance Benefits:	\$1,388.92
Spouse/common-law partner receives GIS and OAS pension	\$1,165.16
Surviving spouse or common-law partner	\$1,388.92