

Canadian Benefit Programs 2019 Update

On January 1, 2019, contribution limits, contribution rates and benefit maximums are increasing for certain Canadian benefit programs. A summary of the new amounts for 2019 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
Suite 500, 595 Howe Street
Vancouver, BC V6C 2T5
604-683-9155 | wcbc@wcbc.ca

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

Canadian Benefit Programs 2019 Update

Jan 1, 2018

Jan 1, 2019

Employment Insurance (Federal)

Maximum Annual Insurable Earnings	\$51,700	\$53,100
Premium Rate (Employee)	1.66%	1.62%
Premium Rate (Employer)	2.324%	2.268%
Maximum Annual Premium (Employee)	\$858.22	\$860.22
Maximum Annual Premium (Employer)	\$1,201.51	\$1,204.31
Maximum Weekly Benefit	\$547	\$562

Employment Insurance (Quebec)

Maximum Annual Insurable Earnings	\$51,700	\$53,100
Premium Rate (Employee)	1.30%	1.25%
Premium Rate (Employer)	1.82%	1.75%
Maximum Annual Premium (Employee)	\$672.10	\$663.75
Maximum Annual Premium (Employer)	\$940.94	\$929.25
Maximum Weekly Benefit	\$547	\$562

Quebec Parental Insurance Plan

Maximum Annual Insurable Earnings	\$74,000	\$76,500
Premium Rate (Employee)	0.548%	0.526%
Premium Rate (Employer)	0.767%	0.736%
Maximum Annual Premium (Employee)	\$405.52	\$402.39
Maximum Annual Premium (Employer)	\$567.58	\$563.04
Maximum Weekly Benefit	\$782.69 / \$996.15 / \$1,067.31 (depending on plan chosen and type of benefit)	\$809.13 / \$1,029.80 / \$1,103.36 (depending on plan chosen and type of benefit)

Canadian Benefit Programs 2019 Update

Jan 1, 2018

Jan 1, 2019

Canada Pension Plan

Maximum Annual Pensionable Earnings	\$55,900	\$57,400
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	4.95%	5.10%
Maximum Annual Contribution (Employee/Employer)	\$2,593.80	\$2,748.90
Maximum Monthly Retirement Pension (at age 65)	\$1,134.17	\$1,154.58
Maximum Monthly Post-Retirement Benefit (at age 65)	\$28.35	\$28.86
Maximum Monthly Disability Benefit	\$1,335.83	\$1,362.30
Maximum Monthly Survivor's Pension (younger than 65)	\$614.62	\$626.63
Maximum Monthly Survivor's Pension (65 and older)	\$680.50	\$692.75
Maximum Monthly Benefit for Children of Disabled Contributor	\$244.64	\$250.27
Maximum Monthly Benefit for Children of Deceased Contributor	\$244.64	\$250.27
Maximum Lump Sum Death Benefit	\$2,500.00	\$2,500.00
Maximum Monthly Combined Benefits:		
Combined Survivor's and Retirement Pension (at age 65)	\$1,134.17	\$1,154.58
Combined Survivor's Pension and Disability Benefit	\$1,335.83	\$1,362.30

Jan 1, 2018

Jan 1, 2019

Quebec Pension Plan

Maximum Annual Pensionable Earnings	\$55,900	\$57,400
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	5.40%	5.55%
Maximum Annual Contribution (Employee/Employer)	\$2,829.60	\$2,991.45
Maximum Monthly Retirement Pension (at age 65)	\$1,134.17	\$1,154.58
Maximum Monthly Retirement Pension Supplement	\$21.58	\$21.83
Maximum Monthly Disability Benefit	\$1,335.80	\$1,362.27
Additional Maximum Monthly Disability Benefit for Retirement Pension Beneficiaries	\$485.17	\$496.33
Maximum Monthly Survivor's Pension:		
Under age 45, not disabled, without dependent children	\$549.57	\$562.22
Under age 45, not disabled, with dependent children	\$875.80	\$895.95
Under age 45, disabled, with or without dependent children	\$910.48	\$931.43
Between ages 45 and 64	\$910.48	\$931.43
Age 65 or over	\$680.50	\$696.15
Maximum Monthly Benefit for Children of Disabled Contributor	\$77.67	\$79.46
Maximum Monthly Benefit for Children of Deceased Contributor	\$244.64	\$250.27
Maximum Lump Sum Death Benefit	\$2,500.00	\$2,500.00

Jan 1, 2018 Jan 1, 2019

Registered Pension & Savings Plans

Money Purchase - Maximum Annual Contribution Limit	\$26,500	\$27,230
Defined Benefit - Maximum Annual Pension Limit	\$2,944.44	\$3,025.56
Deferred Profit Sharing Plan - Maximum Annual Contribution Limit	\$13,250	\$13,615
Registered Retirement Savings Plan - Maximum Annual Contribution Limit	\$26,230	\$26,500
Tax-Free Savings Account - Maximum Annual Contribution Limit	\$5,500	\$6,000

January to March, 2019

Old Age Security

Maximum Monthly Pension	\$601.45
Maximum Monthly Guaranteed Income Supplement Benefits:	
Single, widowed or divorced pensioner	\$898.32
Spouse/common-law partner receives OAS pension	\$540.77
Spouse/common-law partner does not receive OAS pension	\$898.32
Spouse/common-law partner receives the Allowance	\$540.77
Maximum Monthly Allowance Benefits:	
Spouse/common-law partner receives GIS and OAS pension	\$1,142.22
Surviving spouse or common-law partner	\$1,361.56