

Canadian Benefit Programs 2020 Update

On January 1, 2021, contribution limits, contribution rates and benefit maximums are increasing for certain Canadian benefit programs. A summary of the new amounts for 2021 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.

Contact Barry D. Cook, Partner
Western Compensation & Benefits Consultants
Suite 50, 595 Howe Street
Vancouver, BC V6C 2T5
604-683-9155 | wcbc@wcbc.ca

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Canadian Benefit Programs 2020 Update

Jan 1, 2020

Jan 1, 2021

Employment Insurance (Federal)

Maximum Annual Insurable Earnings	\$54,200	\$56,300
Premium Rate (Employee)	1.58%	1.58%
Premium Rate (Employer)	2.212%	2.212%
Maximum Annual Premium (Employee)	\$856.36	\$889.54
Maximum Annual Premium (Employer)	\$1,198.90	\$1,245.36
Maximum Weekly Benefit	\$573	\$595

Employment Insurance (Quebec)

Maximum Annual Insurable Earnings	\$54,200	\$56,300
Premium Rate (Employee)	1.20%	1.18%
Premium Rate (Employer)	1.68%	1.652%
Maximum Annual Premium (Employee)	\$650.40	\$664.34
Maximum Annual Premium (Employer)	\$910.56	\$930.08
Maximum Weekly Benefit	\$573	\$595

Quebec Parental Insurance Plan

Maximum Annual Insurable Earnings	\$78,500	\$83,500
Premium Rate (Employee)	0.494%	0.494%
Premium Rate (Employer)	0.692%	0.692%
Maximum Annual Premium (Employee)	\$387.79	\$412.49
Maximum Annual Premium (Employer)	\$543.22	\$577.82
Maximum Weekly Benefit	\$830.28 / \$1,056.72 / \$1,132.20 (depending on plan chosen and type of benefit)	\$883.17 / \$1,056.72 / \$1,132.20 (depending on plan chosen and type of benefit)

Canadian Benefit Programs 2020 Update

Canada Pension Plan

	Jan 1, 2020	Jan 1, 2021
Maximum Annual Pensionable Earnings	\$58,700	\$61,600
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	5.25%	5.45%
Maximum Annual Contribution (Employee/Employer)	\$2,898.00	\$3,166.45
Maximum Monthly Retirement Pension (at age 65)	\$1,175.83	\$1,203.75
Maximum Monthly Post-Retirement Benefit (at age 65)	\$29.40	\$30.09
Maximum Monthly Disability Benefit	\$1,387.66	\$1,413.66
Maximum Monthly Survivor's Pension (younger than 65)	\$638.28	\$650.72
Maximum Monthly Survivor's Pension (65 and older)	\$705.50	\$722.25
Maximum Monthly Benefit for Children of Disabled Contributor	\$255.03	\$257.58
Maximum Monthly Benefit for Children of Deceased Contributor	\$255.03	\$257.58
Maximum Lump Sum Death Benefit	\$2,500.00	\$2,500.00
Maximum Monthly Combined Benefits:		
Combined Survivor's and Retirement Pension (at age 65)	\$1,175.83	\$1,203.75
Combined Survivor's Pension and Disability Benefit	\$1,387.66	\$1,413.66

Canadian Benefit Programs 2020 Update

Quebec Pension Plan

	Jan 1, 2020	Jan 1, 2021
Maximum Annual Pensionable Earnings	\$58,700	\$61,600
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	5.70%	5.90%
Maximum Annual Contribution (Employee/Employer)	\$3,146.40	\$3,427.90
Maximum Monthly Retirement Pension (at age 65)	\$1,175.83	\$1,203.75
Maximum Monthly Retirement Pension Supplement	\$22.46	\$23.00
Maximum Monthly Disability Benefit	\$1,387.63	\$1,413.63
Additional Maximum Monthly Disability Benefit for Retirement Pension Beneficiaries	\$505.76	\$510.82
Maximum Monthly Survivor's Pension:		
Under age 45, not disabled, without dependent children	\$570.74	\$576.19
Under age 45, not disabled, with dependent children	\$910.81	\$919.66
Under age 45, disabled, with or without dependent children	\$946.96	\$956.17
Between ages 45 and 64	\$946.96	\$956.17
Age 65 or over	\$705.91	\$712.55
Maximum Monthly Benefit for Children of Disabled Contributor	\$80.97	\$81.78
Maximum Monthly Benefit for Children of Deceased Contributor	\$255.03	\$257.58
Lump Sum Death Benefit	\$2,500.00	\$2,500.00

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Jan 1, 2020 Jan 1, 2021

Registered Pension & Savings Plans

Money Purchase - Maximum Annual Contribution Limit	\$27,830	\$29,210
Defined Benefit - Maximum Annual Pension Limit	\$3,092.22	\$3,245.56
Deferred Profit Sharing Plan - Maximum Annual Contribution Limit	\$13,915	\$14,605
Registered Retirement Savings Plan - Maximum Annual Contribution Limit	\$27,230	\$27,830
Tax-Free Savings Account - Maximum Annual Contribution Limit	\$6,000	\$6,000

January to March, 2021

Old Age Security

Maximum Monthly Pension	\$615.37
Maximum Monthly Guaranteed Income Supplement Benefits:	
Single, widowed or divorced pensioner	\$919.12
Spouse/common-law partner receives OAS pension	\$553.28
Spouse/common-law partner does not receive OAS pension	\$919.12
Spouse/common-law partner receives the Allowance	\$553.28
Maximum Monthly Allowance Benefits:	
Spouse/common-law partner receives GIS and OAS pension	\$1,168.65
Surviving spouse or common-law partner	\$1,393.08