

Canadian Benefit Programs 2026 Update

On January 1, 2026, contribution limits, contribution rates and benefit maximums are increasing for certain Canadian benefit programs. A summary of the new amounts for 2026 is contained herein.



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.

Western Compensation & Benefits Consultants
Suite 50, 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 2026 Update

Jan 1, 2025 Jan 1, 2026

Employment Insurance (Federal)

Maximum Annual Insurable Earnings	\$65,700	\$68,900
Premium Rate (Employee)	1.64%	1.63%
Premium Rate (Employer)	2.296%	2.282%
Maximum Annual Premium (Employee)	\$1,077.48	\$1,123.07
Maximum Annual Premium (Employer)	\$1,508.47	\$1,572.30
Maximum Weekly Benefit	\$695	\$729

Employment Insurance (Quebec)

Maximum Annual Insurable Earnings	\$65,700	\$68,900
Premium Rate (Employee)	1.31%	1.30%
Premium Rate (Employer)	1.834%	1.820%
Maximum Annual Premium (Employee)	\$860.67	\$895.70
Maximum Annual Premium (Employer)	\$1,204.94	\$1,253.98
Maximum Weekly Benefit	\$695	\$729

Quebec Parental Insurance Plan

Maximum Annual Insurable Earnings	\$98,000	\$103,000
Premium Rate (Employee)	0.494%	0.430%
Premium Rate (Employer)	0.692%	0.602%
Maximum Annual Premium (Employee)	\$484.12	\$442.90
Maximum Annual Premium (Employer)	\$678.16	\$620.06
Maximum Weekly Benefit	\$1,036.54 / \$1,319.23 / \$1,413.46	\$1,089.42 / \$1,386.54 / \$1,485.58
	(depending on plan chosen and type of benefit)	(depending on plan chosen and type of benefit)

Canadian Benefit Programs

2026 Update

Jan 1, 2025 Jan 1, 2026

Canada Pension Plan

Maximum Annual Pensionable Earnings	\$71,300	\$74,600
Basic Exemption Amount	\$3,500	\$3,500
CPP Contribution Rate (Employee/Employer)	5.95%	5.95%
Maximum Annual CPP Contribution (Employee/Employer)	\$4,034.10	\$4,230.45
Additional Maximum Annual Pensionable Earnings	\$81,200	\$85,000
CPP2 Contribution Rate (Employee/Employer)	4.00%	4.00%
Maximum Annual CPP2 Contribution (Employee/Employer)	\$396.00	\$416.00
Maximum Monthly Retirement Pension (at age 65)	\$1,433.00	\$1,507.65
Maximum Monthly Post-Retirement Benefit (at age 65)	\$49.39	\$54.69
Maximum Monthly Disability Benefit	\$1,673.24	\$1,741.20
Maximum Monthly Survivor's Pension (younger than 65)	\$770.88	\$803.54
Maximum Monthly Survivor's Pension (65 and older)	\$859.80	\$904.59
Maximum Monthly Benefit for Children of Disabled Contributor	\$301.77	\$307.81
Maximum Monthly Benefit for Children of Deceased Contributor	\$301.77	\$307.81
Lump Sum Death Benefit	\$2,500.00	\$2,500.00
Maximum Monthly Combined Benefits:		
Combined Survivor's and Retirement Pension (at age 65)	\$1,449.53	\$1,531.56
Combined Survivor's Pension and Disability Benefit	\$1,683.57	\$1,765.14

Note: Beginning January 1, 2024, a second additional CPP contributions (CPP2) will be deducted on earnings above the annual maximum pensionable earnings. For 2026, the additional contribution required is 4% from the employer and the employee on the additional maximum annual pensionable earnings up to the CPP2 annual maximum.

Canadian Benefit Programs 2026 Update

Jan 1, 2025 Jan 1, 2026

Quebec Pension Plan

Maximum Annual Pensionable Earnings	\$71,300	\$74,600
Basic Exemption Amount	\$3,500	\$3,500
Contribution Rate (Employee/Employer)	6.40%	6.30%
Maximum QPP Annual Contribution (Employee/Employer)	\$4,339.20	\$4,479.30
Additional Maximum Annual Pensionable Earnings	\$81,200	\$85,000
QPP2 Contribution Rate (Employee/Employer)	4.00%	4.00%
Maximum QPP2 Annual Contribution (Employee/Employer)	\$396.00	\$416.00
Maximum Monthly Retirement Pension (at age 65)	\$1,387.08	\$1,441.25
Maximum Monthly Retirement Pension Supplement	\$34.71	\$35.75
Maximum Monthly Disability Benefit	\$1,672.62	\$1,737.67
Additional Maximum Monthly Disability Benefit for Retirement Pension Beneficiaries	\$598.46	\$610.43
Maximum Monthly Survivor's Pension:		
Under age 45, not disabled, without dependent children	\$689.43	\$719.50
Under age 45, not disabled, with dependent children	\$1,091.84	\$1,129.95
Under age 45, disabled, with or without dependent children	\$1,134.61	\$1,173.58
Between ages 45 and 64	\$1,134.61	\$1,173.58
Age 65 or over	\$844.24	\$881.48
Maximum Monthly Benefit for Children of Disabled Contributor	\$95.82	\$97.74
Maximum Monthly Benefit for Children of Deceased Contributor	\$301.77	\$307.81
Lump Sum Death Benefit	\$2,500.00	\$2,500.00

Note: Beginning January 1, 2024, a second additional QPP contributions (QPP2) will be deducted on earnings above the annual maximum pensionable earnings. For 2026, the additional contribution required is 4% from the employer and the employee on the additional maximum annual pensionable earnings up to the QPP2 annual maximum.

Canadian Benefit Programs 2026 Update

	Jan 1, 2025	Jan 1, 2026
<h2>Registered Pension & Savings Plans</h2>		
Money Purchase - Maximum Annual Contribution Limit	\$33,810	\$35,390
Defined Benefit - Maximum Annual Pension Limit	\$3,756.67	\$3,932.22
Deferred Profit Sharing Plan - Maximum Annual Contribution Limit	\$16,905	\$17,695
Registered Retirement Savings Plan - Maximum Annual Contribution Limit	\$32,490	\$33,810
Tax-Free Savings Account - Maximum Annual Contribution Limit	\$7,000	\$7,000

Old Age Security	January to March 2026
Maximum Monthly Pension (at age 65)	\$742.31
Maximum Monthly Guaranteed Income Supplement Benefits:	
Single, widowed or divorced pensioner	\$1,108.74
Spouse/common-law partner receives OAS pension	\$667.41
Spouse/common-law partner does not receive OAS pension	\$1,108.74
Spouse/common-law partner receives the Allowance	\$667.41
Maximum Monthly Allowance Benefits:	
Spouse/common-law partner receives GIS and OAS pension	\$1,409.72
Surviving spouse or common-law partner	\$1,680.47