



# FOR YOUR BENEFIT

## Employee Benefit & Pension Newsletter

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### INSIDE THIS ISSUE:

- 2011 EI Update
- 2011 CPP/QPP Update

### Employment Insurance Changes Effective January 1, 2011

Effective January 1, 2011, the Employment Insurance (EI) Maximum insurable earnings will increase from \$43,200 to \$44,200. As a result, the weekly EI benefit amount will also rise from \$457 to \$468, as noted in the table below:

#### Changes to the Employment Insurance (EI) and Quebec Parental Insurance Plan (QPIP) Effective January 1, 2011

Year	Maximum Insurable Earnings	Premium Rate per \$100 of Insurable Earnings*	Maximum Annual Contribution		Maximum Weekly Benefit
		Employee	Employee	Employer	
<b>Employment Insurance (All Provinces and Territories except Quebec)</b>					
2011	\$44,200	\$1.78	\$786.76	\$1,101.46	\$468
2010	\$43,200	\$1.73	\$747.36	\$1,046.30	\$457
<b>Quebec Employment Insurance</b>					
2011	\$44,200	\$1.41	\$623.22	\$872.51	\$468
2010	\$43,200	\$1.36	\$587.52	\$822.53	\$457
<b>Quebec Parental Insurance Plan (QPIP)</b>					
2011	\$64,000	\$0.537			
2010	\$62,500	\$0.506			

**\*Employers Contribute 1.4 times the employee premiums**

## 2011 Canada/Quebec Pension Plan (CPP/QPP) Update

Rates and Benefits	2011	2010
Yearly Maximum Pensionable Earnings (YMPE)	\$48,300	\$47,200
Yearly Basic Exemption (YBE)	\$3,500	\$3,500
Maximum Contributory Earnings (YMPE minus YBE)	\$44,800	\$43,700
Employee/Employer Contribution Rate	4.95%	4.95%
Maximum Employee/Employer Yearly Contribution	\$2,217.60	\$2,163.15
Self-Employed Contribution Rate	9.90%	9.90%
Maximum Self-Employed Yearly Contribution	\$4,435.20	\$4,326.30
Maximum Monthly Retirement Benefit (age 65)	\$960.00	\$934.17
Death Benefit	\$2,500.00	\$2,500.00
Maximum Monthly Spouse's Pension:		
<b>CPP:</b> under age 65	\$529.09	\$516.57
age 65 and over	\$576.00	\$560.50
<b>QPP:</b> under age 45 (no dependent children, not disabled)	\$470.98	\$459.43
under age 45 (with dependent children, not disabled)	\$762.35	\$745.93
under age 45 (disabled)	\$793.34	\$776.41
ages 45 to 64	\$793.34	\$776.41
age 65 and over	\$576.00	\$560.50
Maximum Monthly Orphan's Pension (each Child):		
<b>CPP</b>	\$218.50	\$214.85
<b>QPP</b>	\$69.38	\$68.22
Maximum Monthly Disability Benefit:		
<b>CPP:</b> Contributor	\$1,153.37	\$1,126.76
Child	\$218.50	\$214.85
<b>QPP:</b> Contributor	\$1,153.34	\$1,126.73
Child	\$69.38	\$68.22

## Announcement – Mike Trowell to Speak at 2011 HRP A Annual Conference

We are pleased to announce that Mike Trowell, Assistant Vice President at Comprehensive Benefit Solutions Limited will be speaking at the upcoming HRP A 2011 Annual Conference & Trade Show. The event is being held at the Metro Toronto Convention Centre from February 2 – 4, 2011. Mike will be speaking at 11 AM on February 2<sup>nd</sup> about Defined Contribution Employee Benefit Programs, and their growing popularity in the group insurance marketplace. Mike will be demonstrating the impact of these programs on reducing risk and long-term exposure to cost increases, while providing increased flexibility and choice for employees.



If you are an HRP A member and are attending this year's show, please consider attending Mike's session to learn more about this growing trend. More information is available on the HRP A website:

<http://www.hrp a.ca/Conf2011/Schedule/Pages/SessionDetails.aspx?SessionScheduleId=30>.

*Comprehensive Benefit Solutions Limited has been providing consulting advice since 1992. Our expertise enables our clients to make sound decisions regarding their employee benefit programs to keep pace with changing market trends and legislative requirements. Our commitment to excellence helps us deliver innovative solutions, meeting clients' needs today and in the future. The most recent issues of **For Your Benefit** can be viewed on our website at [www.compben.com](http://www.compben.com). This periodic publication is intended to provide our clients with up-to-date information that may have implications to their employee benefit programs or other related issues. We always welcome your comments, questions, and suggestions regarding the Bulletin at [benefits@compben.com](mailto:benefits@compben.com).*