



# FOR YOUR BENEFIT

## — BULLETIN —

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### Employment Insurance Changes Effective January 1, 2012

Effective January 1, 2012, the Employment Insurance (EI) Maximum insurable earnings will increase from \$44,200 to \$45,900. As a result, the weekly EI benefit amount will also rise from \$468 to \$485, as noted in the table below:

#### Changes to the Employment Insurance (EI) and Quebec Parental Insurance Plan (QPIP) Effective January 1, 2012

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>					
2012	\$45,900	\$1.83	\$839.97	\$1,175.96	\$485
2011	\$44,200	\$1.78	\$786.76	\$1,101.46	\$468
<b>Quebec Employment Insurance</b>					
2012	\$45,900	\$1.47	\$674.73	\$944.62	\$485
2011	\$44,200	\$1.41	\$623.22	\$872.51	\$468
<b>Quebec Parental Insurance Plan (QPIP)</b>					
2012	\$66,000	\$0.559			
2011	\$64,000	\$0.537			

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

## 2012 Canada/Quebec Pension Plan (CPP/QPP) Update

Rates and Benefits	2012	2011
Yearly Maximum Pensionable Earnings (YMPE)	\$50,100	\$48,300
Yearly Basic Exemption (YBE)	\$3,500	\$3,500
Maximum Contributory Earnings (YMPE minus YBE)	\$46,600	\$44,800
Employee/Employer Contribution Rate		
<b>CPP</b>	4.95%	4.95%
<b>QPP</b>	5.025%	4.95%
Maximum Employee/Employer Yearly Contribution		
<b>CPP</b>	\$2,306.70	\$2,217.60
<b>QPP</b>	\$2,341.65	\$2,217.60
Self-Employed Contribution Rate	9.90%	9.90%
Maximum Self-Employed Yearly Contribution	\$4,613.40	\$4,435.20
Maximum Monthly Retirement Benefit (age 65)	\$986.67	\$960.00
Death Benefit	\$2,500.00	\$2,500.00
Maximum Monthly Spouse's Pension:		
<b>CPP:</b> under age 65	\$543.82	\$529.09
age 65 and over	\$592.00	\$576.00
<b>QPP:</b> under age 45 (no dependent children, not disabled)	\$484.09	\$470.98
under age 45 (with dependent children, not disabled)	\$783.62	\$762.35
under age 45 (disabled)	\$815.47	\$793.34
ages 45 to 64	\$815.47	\$793.34
age 65 and over	\$592.00	\$576.00
Maximum Monthly Orphan's Pension (each Child):		
<b>CPP</b>	\$224.62	\$218.50
<b>QPP</b>	\$224.62	\$69.38
Maximum Monthly Disability Benefit:		
<b>CPP:</b> Contributor	\$1,185.50	\$1,153.37
Child	\$224.62	\$218.50
<b>QPP:</b> Contributor	\$1,185.47	\$1,153.34
Child	\$71.32	\$69.38

*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).*