



2022 IMPORTANT MESSAGES

- EMPLOYMENT INSURANCE (EI)
- EI REDUCTION PROGRAM
- CANADA RECOVERY BENEFITS (CRB)
- QUÉBEC PARENTAL INSURANCE PLAN PREMIUM (QPIP)
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Information For Plan Administrators

EMPLOYMENT INSURANCE (EI)

UPDATES: Issuing Records of Employment (ROEs) during COVID-19

For employers with employees who stopped working because of COVID-19, here are the appropriate codes for Block 16, related to the reason for leave or separation from employment. Please remember you must issue these ROEs within a specific timeframe. [Click here for details.](#)

- ✓ Employers are reminded not to add comments to their ROEs unless necessary.
- ✓ Employers must ensure that clear communications regarding a mandatory vaccination policy have been adopted and communicated to all employees.

Block 16: Codes	Reason for leave or separation from employment
Use Code A (shortage of work)	When an employee is no longer working because the business has decreased operations or closed due to COVID-19.
Use Code D (illness or injury)	When an employee is sick or quarantined.
Use Code E (quit) Or Use Code N (leave of absence)	When an employee doesn't report to work because they refuse to comply with mandatory COVID-19 vaccination policy. 
Use Code M (dismissal)	When an employer suspends or terminates an employee for not complying with mandatory COVID-19 vaccination policy.

Employment Insurance (EI)

As of January 1, 2022, the maximum insurable earnings (MIE) are \$60,300 annually and the EI benefit maximum is \$637.80 per week.

Important:

- ✓ Short-Term Disability (STD) plans may be impacted.
- ✓ If you use either the EI weekly benefit or EI maximum earnings to calculate STD benefits, adjustments to the payable STD benefit will be required to match the new maximum.

Benefit Maximum Calculation	
Annual Salary	\$60,300.00
	÷ 52
Weekly Salary	\$ 1,159.62
	× 55%
EI Benefit Maximum	\$ 637.80

EMPLOYMENT INSURANCE (EI) PREMIUM

As of January 1, 2022, the EI premium rates are:

January 1, 2022 – Maximum Insurable Earnings (MIE) \$ 60,300					
Employee			Employer		
Premium Rate	Max. Annual Premium	Premium Increase	Premium Rate (1.4 x EE Rate)	Max. Annual Premium	Premium Increase
\$1.58 per \$100	\$952.74	+ \$63.20	\$2.21 per \$100	\$1,333.84	+ \$88.48

Learn more about the Employment Insurance (EI) Premium Reduction Program

If you offer income-protection coverage to your employees through a Short-Term Disability (STD) or cumulative paid sick leave plan, you are effectively reducing the demand on the EI program. If your plan matches or exceeds the EI coverage provision, you may qualify for the EI Premium Reduction Program.

EI premiums are paid by employers and employees based on a ratio of 7/12 and 5/12 respectively of the total EI premium payable. The EI Premium Reduction Program offers savings using these same ratios. [Click here for details of the program.](#)

As an employer, the portion of the savings per employee could be as much as **\$126.71** (7/12 of \$217.23). This calculation is based on an employee earning \$60,300 (MIE for 2022).

Calculating EI Premium Reduction			
Employee	Employer		
An employee whose salary is \$ 60,300 during 2022 will pay the Max EI premium of \$ 952.74.	REGULAR EI Premium	REDUCED EI Premium	EI REDUCTION Premium (Max. Savings)
	$\$952.74 \times 1.4 = \underline{\$1,333.84}$	$\$952.74 \times 1.172 = \underline{\$1,116.61}$	$\$1,333.84 - \$1,116.61 = \underline{\$217.23}$

REMINDER: As of January 1, 2021, an employer's Short-Term Disability plan must comply with the reduced EI waiting period of one week in order to participate in the EI reduction program.

CANADA RECOVERY BENEFITS

CANADA RECOVERY CAREGIVING BENEFIT (CRCB)

The government recently approved a further extension of the [Canada Recovery Caregiving Benefit \(CRCB\)](#) until May 7, 2022, with an increase to the maximum number of weeks.

This benefit provides income support to employed and self-employed individuals who are unable to work because they must care for their child under 12 years old or a family member who needs supervised care. This applies if their school, regular program or facility is closed or unavailable to them due to COVID-19, or because they are sick, self-isolating, or at risk of serious health complications due to COVID-19. The CRCB is administered by the Canada Revenue Agency (CRA).

If eligible for the CRCB, each household can receive \$500 (\$450 after taxes withheld) for each 1-week period. **Maximum number of weeks is 44.**

[CLICK HERE](#) for eligibility requirements.



CANADA RECOVERY SICKNESS BENEFIT (CRSB)

The government approved an extension of the [Canada Recovery Sickness Benefit \(CRSB\)](#) until May 7, 2022, with an increase to the maximum number of weeks.

This benefit provides \$500 per week (\$450 after taxes withheld) for up to a **maximum of 6 weeks**, for workers who are unable to work for at least 50% of the week because they contracted COVID-19, self-isolated for reasons related to COVID-19, or have underlying conditions, are undergoing treatments or have contracted other sicknesses that, in the opinion of a medical practitioner, nurse practitioner, person in authority, government or public health authority, would make them more susceptible to COVID-19. This benefit is paid in one-week periods and is available from September 27, 2020, until May 7, 2022.

[CLICK HERE](#) for eligibility requirements.

QUÉBEC PARENTAL INSURANCE PLAN PREMIUM (QPIP)

Québec employment insurance contributors receive a reduction in their employment insurance premiums because Québec has its own maternity, paternity, parental, and adoption benefit plans.

As of January 1, 2022, the maximum insurable earnings considered when calculating parental insurance benefits is \$88,000. QPIP premium rates, as announced on June 23, 2021, will remain unchanged for 2022:

- 0.494% for salaried workers or maximum premium of \$434.72
- 0.692% for employers or maximum premium of \$608.96
- 0.878% for self-employed workers or maximum premium of \$772.64

For more information on QPIP, please [CLICK HERE](#).



CANADA PENSION PLAN (CPP)

As of January 1, 2022, the maximum annual pensionable earnings increased to \$64,900.

- ✓ The basic personal exemption remains at \$3,500.
- ✓ The employee and employer contribution rate of 5.7% has increased from 5.45%
- ✓ The maximum annual employee and employer contribution will be **\$3,499.80** (\$64,900 - \$3,500 = \$61,400 × 5.7%).

CPP Maximum Monthly Rates of New Benefits	2021	2022
Retirement Pension (at Age 65)	\$1,203.75	\$1,253.59
Post Retirement Benefit (at Age 65)	\$30.09	\$36.26
Disability Pension	\$1,413.66	\$1,457.45
Survivor's Pension under 65	\$650.72	\$674.79
Survivor's Pension 65 and over	\$722.25	\$752.15
Children of Disabled or Deceased Contributor Benefits	\$257.58	\$264.53
Death Benefit	\$2,500.00	\$2,500.00
COMBINED PENSION	2021	2022
Retired Seniors	\$1,203.75	\$1,257.13
Survivor/Disability	\$1,413.66	\$1,476.04

As of January 1, 2022, the employee and employer CPP contribution rate rose to 5.7%. As of 2023, the CPP contribution rate for employers and employees will rise to 5.95%, for a total of 11.9% up to the year's maximum pensionable earnings.

QUÉBEC PENSION PLAN

As of January 1, 2022, the contribution rate for the Québec Pension (Base) Plan is 10.80%. This rate is split between the employer and employee, and applies to the portion of employment earnings between \$3,500 and the maximum of \$64,900.

BASIC INFORMATION	2022
Maximum Pensionable Earnings	\$64,900.00
Basic Exemption	\$3,500.00
Contribution Rate (Base Plan)	10.80%
Max. Contribution for Workers (5.40%) and Employers (5.40%)	\$3,315.60
Max. Contribution for Self-Employed Workers (10.80%)	\$6,631.20
Indexation Rate for Benefits as at January 1, 2022	2.7%
Max. Amount for the Death Benefit	2,500.00
MAXIMUM AMOUNTS FOR PENSIONS BEGINNING IN 2022 ¹	2022
Retirement Pension – Age 65 (100%)	\$1,253.59
Retirement Pension – Age 70 (142%)	\$1,780.10
Disability Pension	\$1,463.83
Additional Amount for Disability for Retirement Pension Beneficiaries	\$524.61
Pension for Disabled Person's Child	\$83.99
Orphan's Pension	\$264.53
Surviving Spouse's Pension ² - beneficiary under Age 45 not disabled, without dependent children	\$602.86
Surviving Spouse's Pension ² - beneficiary under Age 45 not disabled, with dependent children	\$955.61
Surviving Spouse's Pension ² - beneficiary under Age 45 disabled, with or without dependent children	\$993.10
Surviving Spouse's Pension ² - between the Ages of 45 and 64	\$993.10
Surviving Spouse's Pension ² - Age 65 or over	\$746.65

¹Pensions calculated using the average of max. pensionable earnings for the last 5 years. The amounts paid under the additional plans are included in the max. amounts shown.

²Pension calculated with respect to contributors who were not receiving a retirement pension.

BC UPDATES

PROVINCIAL HEALTH CARE PREMIUMS

In 2020, we saw the elimination of Medical Services Plan (MSP) premiums for BC residents and the introduction of the Employer Health Tax (EHT).

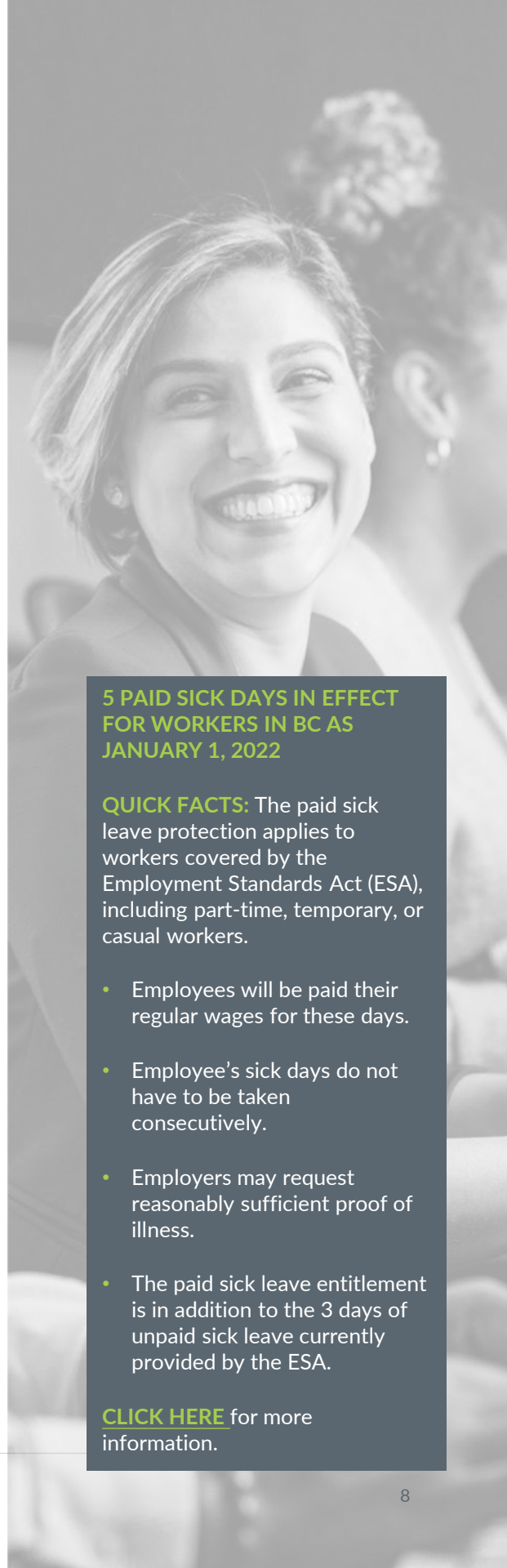
EMPLOYER HEALTH TAX

- Employers with B.C. remuneration greater than \$500,000 (exemption amount) in a calendar year must be registered for the Employer Health Tax (EHT).
- Employers with B.C. remuneration of \$500,000 or less do not pay MSP premiums.
- The EHT applies to employers who are either registered charities or non-profit. However, the exemption amount is \$1,500,000 per calendar year for registered charitable and non-profit employers.
- If you are an employer with B.C. remuneration between \$500,000.01 and \$1,500,000 you will pay $2.925\% \times (\text{B.C. remuneration} - \$500,000)$
- If you are an employer with B.C. remuneration greater than \$1,500,000 you will pay $1.95\% \times \text{B.C. remuneration}$.

Remuneration includes all payments, benefits or allowances that must be included in the income of an employee under sections 5,6, or 7 of the Income Tax Act (Canada).

[CLICK HERE](#) to register for the EHT.

Note: Generally, calculate your EHT remuneration based on the same amounts you include when calculating your source deductions under the *Income Tax Act* (Canada).



5 PAID SICK DAYS IN EFFECT FOR WORKERS IN BC AS JANUARY 1, 2022

QUICK FACTS: The paid sick leave protection applies to workers covered by the Employment Standards Act (ESA), including part-time, temporary, or casual workers.

- Employees will be paid their regular wages for these days.
- Employee's sick days do not have to be taken consecutively.
- Employers may request reasonably sufficient proof of illness.
- The paid sick leave entitlement is in addition to the 3 days of unpaid sick leave currently provided by the ESA.

[CLICK HERE](#) for more information.

PROVINCIAL HEALTH CARE PREMIUMS - ALBERTA

ALBERTA HEALTH CARE INSURANCE PLAN (AHCIP)

- In January 2009, the provincial government stopped requiring the payment of premiums for Alberta Health Care. Previously, the program was charging a monthly fee of \$44 for singles and \$88 for families.
- Presently, Albertans can apply for supplemental Non-Group Coverage for services not covered under AHCIP; however, they must be registered with AHCIP to be eligible. The current Non-Group monthly premiums (administered by Alberta Blue Cross) are contained in the table below.

Non-Group Monthly Premiums	Single	Family
Full Premium	\$63.50	\$118.00
Subsidized Premiums	\$44.45	\$82.60

- Effective April 1, 2020, AHCIP will no longer provide coverage for nonurgent health services received by Albertans when travelling in another country. Only claims for insured emergency physician and/or hospital services received outside of Canada will be eligible for reimbursement.

PROVINCIAL HEALTH CARE PREMIUMS - QUÉBEC

REGIE DE L'ASSURANCE MALADIE DU QUEBEC (RAMQ)

- Due to the impacts of the COVID-19 global pandemic, RAMQ adjusted its rates for the Public Prescription Drug Insurance Plan twice in 2020, leading to an increase of 7.3%, the largest increase of the past 10 years.

RAMQ	Before July 1, 2021	After July 1, 2021 to June 30, 2022
Maximum Annual Premium	\$662.00	\$710.00
% Change in Annual Premium	2.1%	7.3%

- As of July 1, 2021, for residents covered for prescription drug insurance with RAMQ, a premium is payable (between \$0 and \$710); whether prescription drugs are purchased or not.

PROVINCIAL HEALTH CARE PREMIUMS - ONTARIO

The Ontario Health Premium (OHP) is a component of Ontario's Personal Income Tax system.

ONTARIO HEALTH PREMIUM

- OHP is based on taxable income or a taxation year. Taxable income is income after allowable deductions, such as child-care expenses, RRSP and pension contributions, union dues and non-taxable benefits (including Guaranteed Income Supplement, Ontario Disability Support Program, social assistance, and workers' compensation).

This table provides examples of how much individuals can expect to pay in 2022.

Taxable Income (TI)	Annual Premium
Up to \$20,000	nil
\$20,001 to \$25,000	6% of TI over \$20,000
\$25,001 to \$36,000	\$300
\$36,001 to \$38,500	\$300 + 6% of TI over \$36,000
\$38,501 to \$48,000	\$450
\$48,001 to \$48,600	\$450 + 25% of TI over \$48,000
\$48,601 to \$72,000	\$600
\$72,001 to \$72,600	\$600 + 25% of TI over \$72,000
\$72,601 to \$200,000	\$750
\$200,001 to \$200,600	\$750 + 25% of TI over \$200,000
Over \$200,600	\$900

OHIP+ covers the cost of more than 5,000 drug products currently available through the Ontario Drug Benefit program for all babies, children and youth under the age of 25. For youth with private plan coverage, the private plan is billed first.

[CLICK HERE](#) to look-up which drugs are covered under this plan.

Disclaimer: This document is intended as a summary of changes introduced in 2022. We have made best efforts to compile the details. If there are any variations between this document and official websites, the official websites will prevail.