



2018 Bulletin
on Social Legislation

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SSQ Insurance is pleased to present the **44th edition of the *Bulletin on Social Legislation***. Much appreciated by the public and by members of the social benefits and labour sectors, the *Bulletin* provides a concise overview of the key parameters of the social legislation that is in effect in the province and which may be of interest to you.

SSQ Insurance thanks its partners and various government organizations for their valuable help with writing these articles.

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1. Employment Insurance Act (Canada)

Types of benefits

Different types of benefits are offered to Canadians depending on their personal circumstances.

- **Regular benefits:** employment Insurance provides regular benefits to people who lose their jobs through no fault of their own (for example, due to shortage of work, seasonal layoffs, etc.) and who are available for and able to work, but can't find a job.
- **Maternity benefits:** paid to biological mothers, including surrogate mothers who cannot work because they are pregnant or have recently given birth.
- **Parental benefits:** paid to parents who are caring for a newborn or a newly adopted child. Two formulas are possible for parents:

	Standard benefits	Extended benefits
Number of weeks covered	35 weeks	61 weeks
Duration of eligibility following date of birth or adoption	52 weeks	78 weeks
Weekly benefit rate (% of the claimant's average weekly insurable earnings)	55%	33%

Note: Both parents can choose to share benefit weeks in either option.

The Province of Quebec is responsible for providing maternity, paternity, parental, and adoption benefits to residents of Quebec through a program called the Quebec Parental Insurance Program.

- **Sickness Benefits:** for individuals who are unable to work because of sickness, injury, or quarantine.
- **Compassionate Care Benefits:** benefits paid to people who have to be away from work temporarily to provide care or support to a family member who is gravely ill and who has a significant risk of death within the next 26 weeks.
- **Special Benefits for Parents of Critically Ill Children:** may take leave from work to provide care or support to their critically ill or injured child under age 18.
- **Fishing Benefits:** for qualifying, self-employed fishers who are actively seeking work.

Work during an Employment Insurance benefit period

The Working While on Claim pilot project is in effect until August 11, 2018. Its aim is to encourage benefit recipients to maintain ties with the job market. As part of the pilot project, recipients may keep 50% of each dollar earned, up to 90% of the weekly insured earnings used to calculate the benefit rate. After the 90% threshold is reached, earnings are deducted dollar for dollar from benefits.

For more information:

[Work during the employment insurance benefit period](#)

Variable best weeks

Since April 2013, the employment insurance benefits rate is based on the best paid weeks of the previous year. The number of weeks used in the calculation varies from 14 to 22 depending on the unemployment rate in the economic region of the claimants.

For information, go to Variable Best Weeks: <http://www.servicecanada.gc.ca/eng/ei/vbw/index.shtml>

Suitable employment and reasonable job search

The government has clarified the definition of "suitable employment" and what constitutes a "reasonable job search" to clarify what it expects from Canadians who apply for Employment Insurance benefits.

Consult:

[Defining "suitable employment" and "reasonable job search"](#)

1. Employment Insurance Act (Canada) (cont'd)

Connecting Canadians with available jobs

The Job Bank brings together resources to help job-seekers find careers that appeal to their needs and to employers who are looking for staff across the country.

Consult :

[Finding a job](#)

Contributions

Yearly maximum insurable earnings:	2018 \$51,700		2017 \$51,300	
	Canada, except Quebec	Quebec*	Canada, except Quebec	Québec*
Employee premium rate per \$100 of gross insurable earnings:	\$1.66	\$1.30	\$1.63	\$1.52
Employee premium rate per \$100 of gross insurable earnings (1.4 times the employee's contribution):	\$2.324	\$1.82	\$2.282	\$1.778

*These rates are lower than those applicable elsewhere in Canada because Quebec has its own parental benefits program.

Additional information

Toll-free in Canada: 1-800-808-6352

TDD: 1-800-529-3742

[Government of Canada – Employment Insurance benefits](#)

The Ministère du Travail, de l'Emploi et de la Solidarité sociale

2. Act Respecting Parental Insurance (Quebec)

Eligibility criteria

- Be the parent of a child born or adopted on or after January 1, 2006
- Reside in Quebec at the start of the benefit period
- Be required to pay premiums under the Quebec Parental Insurance Plan (QPIP)
- Receive at least \$2,000 in insurable income during the reference period
- Have experienced an interruption of earnings corresponding to one of the situations described below, depending on the work status

The Ministère du Travail, de l'Emploi et de la Solidarité sociale

2. Act Respecting Parental Insurance (Quebec) (cont'd)

Eligible interruption of earnings according to worker's status

Worker status	Eligibility criteria
Wage earner	Have stopped working or have a reduction of at least 40% of the usual weekly salary.
Self-employed worker	<ul style="list-style-type: none"> Resident of Quebec on December 31 of the year preceding the start of the benefit period Have ceased business activities or reduced the time spent on business activities by at least 40% A person receiving compensation as a family-type resource or intermediary resource is deemed to have reduced the time spent on activities of this type by at least 40%
Wage earners who are also self-employed	<ul style="list-style-type: none"> Resident of Quebec on December 31 of the year preceding the start of the benefit period Has stopped working or has a reduction of at least 40% of the regular weekly salary and <ul style="list-style-type: none"> Has ceased business activities or reduced the time spent on business activities by at least 40% If receiving compensation as a family-type resource or intermediary resource, the worker is considered to have reduced the time spent on business activities by at least 40%

Types of benefits

The maximum insurable earnings for 2018 is \$74,000. The following chart summarizes the different possibilities.

Types of benefits	Basic plan		Special plan	
	Maximum number of benefit weeks	% of average weekly income	Maximum number of benefit weeks	% of average weekly income
Maternity leave (mothers only)	18	70%	15	75%
Paternity leave (fathers only)	5	70%	3	75%
Parental	7 25 (7 + 25 = 32)	70% 55%	25	75%
Adoption	12 25 (12 + 25 = 37)	70% 55%	28	75%

Increased benefit amount

The QPIP provides for an additional benefit amount if the net family income is lower than \$25,921. Compensation insurable under the QPIP obtained as a family-type resource or intermediary resource is excluded from net family income.

2018 contributions

	Contribution rates (as a percentage of income)	Maximum contribution
Wage earner	0.548%	\$405.52
Employer	0.767%	\$567.58
Self-employed worker	0.973%	\$720.02

For complete up-to-date information on the QPIP, go to: www.rqap.gouv.qc.ca.

Canada Revenue Agency

3. Canada Child Benefit

In 2016, the Government of Canada made significant changes to its child and family benefit programs. The Canada Child Tax Benefit (CCTB), National Child Benefit Supplement (NCBS), Child Disability Benefit (CDB) and Universal Child Care Benefit (UCCB) have all been replaced by the Canada Child Benefit (CCB).

What is the Canada Child Benefit?

The Canada Child Benefit (CCB) is a tax-free monthly payment made to eligible families to help them with the cost of raising children under 18 years of age. The CCB may include the benefit for handicapped children, where applicable.

Person primarily responsible for the care and upbringing of the child

Only the person primarily responsible for the care and upbringing of the child should apply for the CCB. The person primarily responsible for the care and upbringing of the child is someone who:

- supervises the child's daily activities and needs
- makes sure the child's medical needs are met
- arranges for child care when necessary

When parents live together in the same household as the child, the Canada Revenue Agency automatically considers the mother to be person primarily responsible for the care and upbringing of the child. It is therefore up to the mother to submit the application for benefits. If however, the father is the person primarily responsible for the care and upbringing of the child, he must append a note from the mother with his application. The father then becomes the designated person primarily responsible for the care and upbringing of all the children in the household.

In the case of same-sex parents living together in the same household as the child, either of the parents may apply for all children in the household.

In the case of shared custody on a more or less equal basis, both parents can be deemed to be primarily responsible for the child's care and upbringing. Each eligible individual will get 50% of the payment he or she would have received if the child lived with him or her all of the time.

Eligibility for benefits

To be eligible for the CCB, the individual primarily responsible for the child's care and upbringing must:

- Live with the child who is under age 18
- Be a resident of Canada for tax purposes
- Satisfy any one of the following conditions:
 - Be a Canadian citizen
 - Be a permanent resident
 - Be a protected person
 - Be a temporary resident of Canada for the last 18 months and have valid citizenship as of month 19
 - Be aboriginal, under the *Canadian Indian Act*

The Benefits

The Canada Revenue Agency uses the information from the Income Tax and Benefit Return to calculate the CCB payments. In order to receive the benefit, the primary caretaker must file an income tax return every year, regardless of whether or not they earned any income. The primary caretaker's spouse or partner must also file an income tax return every year.

Benefits are paid on a monthly basis from July to June of the following year. The amount is recalculated in July based on the information provided in the income tax return of the previous year. The information used to calculate the benefit is:

- The number of children living with the individual primarily responsible for their care and upbringing
- The age of the children concerned
- The adjusted family net income (AFNI), which appears on line 236 of the income tax return and is added to the net income of the spouse or partner, where applicable
- The eligibility of a child for the child disability benefit

3. Canada Child Benefit (*cont'd*)

Basic benefit for the July 2017 to June 2018 period

The Canadian Child Benefit (CCB) is calculated as follows:

- \$6,400 per year (\$533.33 per month) for each eligible child under the age of 6
- \$5,400 per year (\$450.00 per month) for each eligible child aged 6 to 17

The amount is reduced when the adjusted family net income (AFNI) is over \$30,000. The reduction is calculated as follows:

Number of children	Reduction
Family with 1 eligible child	7% of the amount of AFNI between \$30,000 and \$65,000, plus 3.2% of the AFNI amount over \$65,000
Family with 2 eligible children	13.5% of the amount of AFNI between \$30,000 and \$65,000, plus 5.7% of the AFNI amount over \$65,000
Family with 3 eligible children	19% of the amount of AFNI between \$30,000 and \$65,000, plus 8% of the AFNI amount over \$65,000
Family with 4 eligible children	23% of the amount of AFNI between \$30,000 and \$65,000, plus 9.5% of the AFNI amount over \$65,000

CCB increase in July 2018

Last year, the Government of Canada announced plans to increase the CCB this year. As of July 2018, the benefits will be indexed as follows:

Amount of CCB and phase-out thresholds (\$)	Current year	2018-2019
Maximum amount per child under age 6	\$6,400	\$6,496
Maximum amount per child aged 6 through 17	\$5,400	\$5,481
First income threshold	\$30,000	\$30,450
Second income threshold	\$65,000	\$65,975

Source Backgrounder: Strengthening the Canada Child Benefit, Department of Finance Canada

How and when to apply?

The individual primarily responsible for the child's care and upbringing must submit a CCB application as soon as possible:

- As of the child's birth
- As soon as the child lives with them full time
- As soon as the spouse or partner satisfies the eligibility conditions

It is possible to submit a CCB application by:

- The Automated Benefits Application, possible through the partnership with Canada Revenue Agency (CRA) and the provincial vital statistics office. The CRA uses the information on the child's provincial birth registration form to determine the primary caretaker's eligibility for benefits and tax credits
- *My Account*: The primary caregiver must have a valid *My Account* and use the online service to apply for child benefits

Additional information

Anywhere in Canada (toll free): 1-800-387-1194

Service for the deaf and hearing impaired (TTY, teletypewriter): 1-800-665-0354

Website: [The Canada Child Benefit](#)

Child Assistance (Quebec)

The Retraite Québec Child Assistance program has the following components: the **Child assistance payment, Supplement for handicapped children and the Supplement for handicapped children with exceptional care needs.**

Eligibility for Child assistance payments

To be eligible for child assistance payments, all of the following conditions must be met:

- You or your spouse are responsible for the care and education of a child under age 18
- That child lives with you
- You live in Quebec¹
- You or your spouse fall into one of the following categories:
 - Canadian citizen
 - protected person²
 - permanent resident²
 - temporary resident who has been living in Canada for the last 18 months²

Application for the Child assistance payment

The parent of a child born in Quebec does not have to fill out an application to receive child assistance payments. When the birth of a child is declared to the Registrar of Civil Status, the child is automatically registered for the child assistance payments with Retraite Québec. The parent's banking information for direct deposit of the payments is also transmitted automatically when the direct deposit section of the form is filled out. However, an application to the Child assistance program must be made in the following situations:

- you obtain custody of a child
- you obtain shared custody of a child
- you retain custody of a child following the conjugal breakdown and you were not previously receiving Child assistance payments in your name
- you adopt a child
- you are an immigrant or become a resident of Quebec
- your child arrives in or returns to Quebec
- you live in Quebec but your child was born outside Quebec

Applications may be submitted online or by submitting the *Application for Child Assistance Payments* form available on Retraite Québec's website at retraitequebec.gouv.qc.ca.

¹In accordance with the *Taxation Act* (Quebec)

²In accordance with the federal *Immigration and Refugee Protection Act*

Payment calculation

The amount of the child assistance payment is calculated by Retraite Québec based on the following four criteria:

- number of dependent children under age 18 who live with the beneficiary
- number of dependent children in shared custody
- family income
- family situation (with or without a spouse)

The amount is indexed in January of each year and is not taxable.

Maximum annual amounts for 2018

1st child	\$2,430
2nd and 3rd child	\$1,214
4th child and more	\$1,821
Single-parent family	+\$852

To continue receiving the child assistance payment, both spouses, where applicable, must file a Quebec income tax return every year, even if one of them has no income to declare. Revenu Québec forwards the information regarding family income and conjugal status as at December 31 of the previous year to Retraite Québec. To avoid delays, income tax returns in Quebec must be produced every year **by April 30 at the latest.**

CalculAide is an online service on Retraite Québec's website that enables you to obtain an estimate of the child assistance payments that you could be entitled to receive depending on your family situation.

Child Assistance (Quebec) (cont'd)

Frequency of payments

The child assistance payments are made on the first business day of each quarter, i.e., four times a year: January, April, July and October. You may, however, receive your payments on a monthly basis by making such a request to Retraite Québec either online or by telephone.

Shared custody

Shared custody means that a child lives **alternately** with each parent between **40% and 60%** of the time each month. For families with shared custody, please note that:

- the child assistance payment is shared by both parents and is paid to each one depending on the payment frequency each has selected (quarterly or monthly)
- a parent who does not receive child assistance payments **must apply to Retraite Québec** to become a beneficiary
- retroactive payment of child assistance is limited to the 11 months preceding the application
- any shared custody must be reported to Retraite Québec so that it can recalculate the payment based on the new family situation

Families who have not yet signed up for direct deposit can do so online at retraitequebec.gouv.qc.ca or by phone.

Supplemental help for a handicapped child

The **supplement for handicapped children** provides financial assistance for families to help with the care and education of a handicapped child. The **impairment** or **mental function disability** must **significantly** limit the child in carrying out life habits for a period expected to last **for at least 1 year**. In 2018, the amount is \$192 per month, or \$2,304 per year, regardless of the family income or the child's handicap. This amount is indexed in January of every year and is not taxable.

The **supplement for handicapped children with exceptional care needs** is available for children who have **multiple serious handicaps** that prevent them from carrying out, without assistance, the **life habits** or who require **complex care at home**. This assistance is provided for parents who must take on extraordinary responsibilities for particular care or ensure a constant presence with their child. In 2018, the amount is \$962 per month, or \$11,544 per year, regardless of the family income or disability of the child. This amount is indexed in January of each year and is not taxable.

For information on eligibility or on how to apply, parents may refer to Retraite Québec's website.

Supplement for the purchase of school supplies ^{NEW}

All households that are eligible for child assistance benefits will automatically receive this supplement starting in 2018. This annual financial assistance of \$100 per child aged 4 to 16 (as of 30 September), is intended for all families, regardless of income. Exceptionally, the supplement for the 2017-2018 school year will be paid in late January 2018 to families who signed up for direct deposit, and in February for those receiving child assistance payments by cheque. Starting 2018-2019, the payment will be made to families signed up for direct deposit at the end of July 2018 and to families who receive their payments by cheque in August 2018. In cases of shared custody, each parent will receive half the supplement. This amount will be indexed every year beginning 2019.

Additional information

Quebec City area: 418-643-3381

Montreal area: 514-864-3873

Toll free: 1-800-667-9625

Website: www.retraitequebec.gouv.qc.ca

4. Act Respecting Industrial Accidents and Occupational Diseases (Quebec)

Coverage of workers' income

The income replacement indemnity is paid to the worker who sustains a work-related injury if he becomes incapable of carrying out his occupation as a result of the injury. For calculation purposes, the worker's gross salary and the gross income are considered up to the maximum insurable earnings of \$74,000 and is adjusted once a year. The indemnity is paid to the worker in accordance with the following:

Day of impairment	Indemnity	Payer
Day of the accident	100% of usual wage	Employer
First 14 days following the accident	90% of net salary ¹	Employer, who is reimbursed by the CNESST
As of the 15th day	90% of the recognized net income ²	CNESST

1. Net wage corresponds to the gross wage the worker would normally have earned if the injury had not occurred, from which the federal and provincial income taxes are deducted, as well as the Quebec Pension Plan, employment insurance and Quebec Parental Insurance Plan contributions.

2. Recognized net income corresponds to the gross income stipulated in the employment contract from which the same deductions are made as in the net wage calculation, but taking the family situation into account for tax law purposes. However, the worker may demonstrate to the CNESST that he earned a higher gross annual income during the 12 months preceding his disability. Bonuses, premiums, tips, commissions, overtime payments and employment insurance benefits are taken into consideration.

Average premium rates for 2018

The rate has been set at \$1.79 for every \$100 of the company payroll, which is \$0.02 more than in 2017.

Lump-sum benefit for bodily injury

The purpose of the lump-sum benefit is to compensate workers who have sustained permanent physical or psychological impairment. The amount of this benefit is equal to the percentage, not exceeding 100% of the permanent physical or mental impairment, multiplied by the amount indicated in the Table of Indemnities for bodily injuries (Appendix II – ARIAOD) at the time of occurrence of the occupational injury according to the worker's age. Legislation however provides for a minimum lump sum of \$1,080. The amounts used to compute the benefit are indexed annually.

Death Benefit

The spouse of a worker who dies following an occupational injury receives a monthly pension equivalent to 55% of the income replacement benefit the worker was entitled to at the time of his death, for a period that varies from 1 to 3 years, depending on the age of the spouse. The spouse is also entitled to a minimum lump-sum benefit of \$108,111, which may amount to a sum equal to 3 times the worker's gross wage at the time of his death, up to the maximum annual insurable wage. This amount has no impact on the QPP benefits the beneficiary may be entitled to receive.

Children of the deceased worker who are minors each receive a monthly pension of \$542 until the age of majority. The pension is indexed annually. At age 18, they receive a lump-sum amount of \$19,465 if they are still full-time students. If at the time of the worker's death, the child is aged between 18 and 25 and is still a full-time student, he immediately receives this lump-sum amount.

The CNESST reimburses the individual who incurs funeral expenses the amount of up to \$5,256, as well as the expenses for the transportation of the remains. In addition, the surviving spouse or, if there is none, the dependents, receive \$2,162 for all other expenses related to the death.

Other indemnities

Upon presentation of supporting evidence, the CNESST will reimburse, up to the amounts stipulated by regulation, if applicable, various expenses concerning medical assistance and physical, social or occupational rehabilitation, adapting the home or principal vehicle, child care or housekeeping expenses, as well as expenses for training and refresher courses.

N.B. These indemnities are non-taxable and may not be assigned or seized. They are adjusted annually.

Additional information

Quebec City: 418-266-4000

Montreal: 514-906-3000

Website: www.cnesst.gouv.qc.ca

5. Quebec Pension Plan

Contributions

Contributions to the Quebec Pension Plan (QPP) are compulsory for all workers aged 18 and over who earn an annual income of more than \$3,500 a year. Entitlement to the various pensions and benefits that could be paid to the contributor or the contributor's family following disability, retirement or death is subject to conditions specific to each one. The individual must have paid contributions for a minimum period, which varies according to the type of pension or benefit.

Pensions and benefits

As of age 60, workers who made sufficient contributions can draw a retirement pension under the Quebec Pension Plan and continue to work on a part-time or full-time basis. A disability pension may be payable to a worker under age 65 who has made sufficient contributions to the Plan and whose disability is permanent and severe. The person may receive a disability pension or an additional amount for disability if already a beneficiary of a retirement pension that cannot be cancelled to receive a disability pension.

Benefits for loved ones

Survivors' benefits such as a survivor's pension, orphan's pension and death benefit may be paid to the relatives of the deceased or certain third parties, provided that the individual made sufficient contributions to the Plan. If workers receive a disability pension from the Plan, their children or those who have been living with them for at least one year are entitled to a pension for a disabled person's child until they turn 18, even if they work.

Basic information on the Quebec Pension Plan ¹	2018
Maximum pensionable earnings	\$55,900
Contribution rate	\$10.80%
Maximum contribution, for workers and employers	\$2,829.60
Maximum contribution for self-employed workers	\$5,659.20
Indexation rate for benefits	1.5%
Maximum death benefit (lump sum)	\$2,500
Maximum monthly retirement pension at age 60	\$725.87
Maximum monthly retirement pension at age 65	\$1,134.17
Maximum monthly retirement pension at age 70	\$1,610.52
Monthly disability pension	\$1,335.80
Additional amount for disability for retirement pension beneficiaries	\$485.17
Monthly pension amount for a disabled person's child	\$77.67
Monthly orphan's pension amount	\$244.64
Monthly surviving spouse's pension for beneficiary under age 45, not disabled, without dependent children	\$549.57
Monthly surviving spouse's pension for beneficiary under age 45, not disabled, with one or more dependent children	\$875.80
Monthly surviving spouse's pension for beneficiary under age 45, disabled, with or without dependent children	\$910.48
Monthly surviving spouse's pension for beneficiary between ages 45 to 64	\$910.48
Maximum monthly amount of surviving spouse's pension for beneficiary aged 65 or over	\$680.50

¹These benefits are taxable.

Additional information

Quebec City: 418-643-5185

Montreal: 514-873-2433

Toll-free: 1-800-463-5185

Website: www.retraitequebec.gouv.qc.ca

You may register for direct deposit of benefits by telephone or online at www.retraitequebec.gouv.qc.ca.

6. Voluntary retirement savings plan (VRSP)

VRSPs are geared toward employees age 18 and over who have at least one year of uninterrupted service within the meaning of the *Act respecting labour standards*, and who do not have access to a Registered Retirement Savings Plan (RRSP) or Tax-Free Savings Account (TFSA) for which automatic payroll deductions can be made, nor to a registered pension plan.

Targeted employees are automatically enrolled in a VRSP set up by their employers. However, employers are not required to contribute to the plan. A number of default options have been included to limit the number of decisions employees are required to make. However, employees may choose to:

- Interrupt or suspend their participation in the VRSP in compliance with the plan's regulations
- Increase or decrease their contributions to the plan

Although VRSPs are intended for workers who do not have retirement plans, self-employed workers and other individuals interested in this new plan may also participate.

When must employers set up VRSPs?

Employers who employ at least 10 employees on June 30 of a year, and at least 5 employees on December 31 of the previous year, must offer them a VRSP or other group pension plan that meets certain conditions by December 31 of the same year at the latest.

The Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) will be in charge of ensuring that employers respect their obligations, particularly in terms of offering a VRSP or another group pension plan to their employees.

Participant contributions

Just as with RRSPs, VRSPs are tax-deductible in accordance with Canada Revenue Agency (CRA) regulations. Contributions are made automatically via payroll deduction, allowing employees immediate access to their income tax savings.

Employees may select their own contribution rates. If they do not, the following default rates will apply:

- 3% of the gross salary in 2018
- 4% of the gross salary as of January 2019

As per the CRA's tax regulations, all accumulated capital and interest will not be taxed until withdrawn.

Please note

Employees who change employers have the option of maintaining any accumulated amounts in their plan or transferring them to another plan.

Plan management

VRSPs are administered by the recognized corporations/legal persons stipulated under the *Voluntary Retirement Savings Plans Act*, such as:

- Investment fund managers
- Trust companies
- Insurers

To be able to offer and administer VRSPs, administrators must have Autorité des marchés financiers authorization and register their VRSP with Retraite Québec. The list of VRSPs registered with the Régie is listed on their website.

Retraite Québec is responsible for overseeing the plans and ensuring that all laws concerning VRSPs are respected, particularly where fee management is concerned.

Additional information

Quebec City area: 418-643-8282

Toll free: 1-800-463-8282

Website: www.rver.gouv.qc.ca

Employment and Social Development Canada

7. Old Age Security Act (Canada)

This Act provides for the payment of four (4) benefits in accordance with the following conditions:

Type of benefit	Eligibility
Old Age Security pension (OAS)	<ul style="list-style-type: none"> • Must be Canadian citizen age 65 or over
Guaranteed Income Supplement (GIS) Provides additional income to low-income seniors living in Canada	<ul style="list-style-type: none"> • Receive the OAS pension • Meet requirements related to income
Allowance (ALW) Offered to low-income seniors	<ul style="list-style-type: none"> • Must be the spouse or common-law partner of a person who receives the OAS pension and GIS, or be eligible to receive them • Must be age 60 to 64 • Must be a Canadian citizen or a person authorized to reside in Canada at the time the Allowance application is approved, or have been approved the last time he/she travelled outside Canada • Must have lived in Canada for at least 10 years after turning 18
Allowance for the Survivor Additional income for low-income seniors	<ul style="list-style-type: none"> • Must be age 60 to 64 • Must be a Canadian citizen or a legal resident at the time the application for the Allowance is approved or have been approved the last time he/she travelled outside Canada • Has an annual income below the prescribed limit • Has a spouse or common-law partner who has died, and has not remarried nor lived in a common-law union for more than 12 months since • Must have lived in Canada for at least 10 years after turning age 18

Payment amounts

OAS pension and benefit payments are revised in January, April, July and October to reflect the increased cost of living as measured by the Consumer Price Index (CPI). Payment is made in accordance with the following provisions:

Old Age Security pension payments from January to March 2018			
Type of benefit	Maximum amount ¹	Income level cut-off ²	Income level cut-off for top-ups ³
Old Age Security pension (OAS)⁴	\$586.66	\$122,843	N/A
Guaranteed Income Supplement (GIS)			
Single, widowed or divorced	\$876.23	\$17,784	\$8,528
Spouse/common-law partner of an individual who:			
Does not receive the OAS pension	\$876.23	\$42,624	\$17,056
Receives the OAS pension	\$527.48	\$23,520	\$7,744
Receives the Allowance	\$527.48	\$42,624	\$7,744
Allowance⁴	\$1,114.14	\$32,928	\$7,744
Allowance for the Survivor	\$1,328.07	\$23,952	\$8,528

¹ The maximum amount includes top-ups to the GIS and Allowances.

² The income level cut-offs do not include the OAS pension or the first \$3,500 of employment income.

^{3,4} Payment of the GIS stops at \$42,624 and the payment of the Allowance stops at 32,928.

7. Old Age Security Act (Canada) (cont'd)

Additional information

1-800-277-9914 (English)

1-800-277-9915 (French)

TDD/Teletypewriter: 1-800-255-4786

Website: <https://www.canada.ca/en/services/benefits/publicpensions/cpp/old-age-security.html>

Ministère de la Santé et des Services sociaux

8. Hospital Insurance Act (Quebec)

	January 1, 2018	January 1, 2017
1. Public ward	Free	Free
2. Semi-private room	\$63.00	\$62.04
a) with telephone, washbasin or toilet, private or shared with another room (at least two of these elements)	\$69.50	\$68.42
b) with telephone, washbasin or toilet, private or shared with another room	\$76.00	\$74.78
c) with telephone and full bathroom	\$88.75	\$87.53
3. Private room	\$102.00	\$100.24
a) 9.75 to 11.5 square metres with telephone and washbasin or toilet, private or shared with another room	\$126.00	\$124.11
b) at least 11.50 square metres with telephone and washbasin or toilet, private or shared with another room	\$150.00	\$147.97
c) at least 11.50 square meters with telephone and full bathroom, private or shared with another room	\$176.00	\$173.44
d) at least 11.50 square meters with telephone and full private bathroom	\$202.00	\$198.92
e) with telephone, private bathroom and adjoining sitting room	\$252.00	\$248.21

Régie de l'assurance maladie du Québec (RAMQ)

9. Health Insurance Act (Quebec)

Services covered in Quebec

Medical services - The medical services covered under the plan are those that are medically necessary and rendered by a general practitioner (also called a "family doctor") or a medical specialist, including examinations, consultations, diagnostic procedures, therapeutic procedures, psychiatric treatments, surgery, radiology and anesthesia.

Dental services - In hospital, every insured person is entitled to certain oral surgery services in the event of trauma or illness. Other services are covered for children under age 10, and recipients of last-resort financial assistance for at least twelve consecutive months and their dependents.

Optometric services - Persons under age 18 and persons age 65 and over are covered, as are persons age 18 to 64 who have been recipients of last-resort financial assistance for at least the past twelve consecutive months, persons age 60 to 64 who have been receiving a spouse's allowance under the *Old Age Security Act* for at least twelve consecutive months and who, without this allowance, would be entitled to last-resort financial assistance, and visually impaired persons.

9. Health Insurance Act (Quebec) (cont'd)

Devices that compensate for a physical deficiency - Eligible persons are covered for:

- The purchase, adjustment, replacement, repair and, in certain cases, adaptation of walking aids, standing aids, locomotor assists and posture assists, as well as their components, supplements and accessories
- The purchase, adjustment, replacement and repair of orthotics and prosthetics

Hearing aids - Eligible persons are covered for the purchase and replacement cost of hearing aids and assistive listening devices.

Appliances for permanent ostomates - Any person covered under the plan who has undergone a permanent colostomy, ileostomy or urostomy of which the permanent nature is attested to by a medical certificate is entitled to a lump sum of \$700 per ostomy. Every year thereafter, on the anniversary date of the operation, this person receives a lump sum of \$700 per ostomy to cover replacement costs for the appliance.

Beneficiaries of last resort financial assistance will be reimbursed in full upon presentation of detailed invoices. Persons accommodated in subsidized facilities are not entitled to the \$700 amount, since bags and other ostomy-related products are supplied by the facility free of charge.

External breastforms - All women covered under the plan who have undergone a total or radical mastectomy, and women age 14 or over who have a total absence of breast formation, medically diagnosed as aplasia, are entitled to a lump sum of \$200 per breast to cover all or part of the costs related to the purchase of an external breastform. Every two years thereafter, on the anniversary of the mastectomy or of the medical report, eligible women are entitled to a lump sum of \$200 to cover the cost of replacing the breastform.

Beneficiaries of last-resort financial assistance are entitled, upon presentation of proof of purchase, to a supplement (maximum \$100, if the cost of the breastform exceeds \$200) that will enable them to cover part or all of the actual purchase or replacement cost of the breastform.

Visual aids - Persons insured under the plan with a visual impairment such that they are permanently unable to read, write, move around in an unfamiliar environment, or carry out activities in keeping with their lifestyle or social roles, are entitled to the loan of visual devices to aid reading, writing and mobility. An amount of \$210 is granted for the cost of acquiring a guide dog, and \$1,028 per year thereafter for the cost of looking after the dog. For more information on covered visual aids, please consult the **Tariff for insured visual aids and related services**.

Ocular prostheses - All eligible persons are entitled, for each eye, to a reimbursement for purchasing or replacing an ocular prosthesis once every five years, and to a yearly allowance for the maintenance and repair of the prosthesis.

The amounts are as follows:

- \$585 for a custom prosthesis made by a certified ocularist
- \$225 for a manufactured prosthesis
- \$187 for each custom-made conformer
- \$112 for each prefabricated conformer
- \$25 (per calendar year) for repair and maintenance. The first \$25 is not paid until 12 months after the purchase of the prosthesis.

Financial contributions and assistance

Financial contribution - accommodated adults

The financial contribution is the amount the government charges to adults who are accommodated in Quebec healthcare facilities. The contribution amount is established based on the room category and the ability to pay.

Financial contribution - intermediate resources

Accommodation resources known as "intermediate resources" have been created in order to offer persons who live in a structured environment a residential environment that is as close as possible to a home environment, in which they receive the support and assistance they require. There are currently four main types of residences operated by intermediate resources: supervised apartments, rooming houses, reception homes and group homes. Contributions are payable as of the first day of accommodation. They are calculated pro rata to the number of days of accommodation. The day of arrival is included in the calculation but not the day of departure.

Category	Daily rate	
	2018	2017
Private room	\$62.25	\$61.23
Semi-private room	\$52.00	\$51.19
Room with three or more beds	\$38.75	\$38.06

9. Health Insurance Act (Quebec) (cont'd)

Financial Assistance Program for Domestic Help Services

In accordance with the *Health Insurance Act*, anyone age 18 or over residing or staying in Quebec is eligible for the program. However, persons receiving compensation for domestic help services under a public plan (CSST, SAAQ, Veterans Affairs, etc.) or under a private insurance plan may receive financial assistance from the program only for the portion of the costs exceeding their compensation amount.

Services covered outside Quebec

During a trip or stay: when travelling outside Quebec, persons who have a valid health insurance card are entitled to receive health services that are covered under Quebec's health insurance plan. However, in most situations, the Régie de l'assurance maladie reimburses them only in part.

Private insurance: Avoid unpleasant surprises!

The cost of health services outside Quebec is usually higher than in Quebec. It is essential to obtain private travel insurance that will cover expenses, in full or in part, not reimbursed by the Régie.

The public prescription drug insurance plan

The public prescription drug insurance plan offers basic prescription drug insurance. It applies to:

- persons age 65 and over
- recipients of last-resort financial assistance and other holders of a claim slip
- persons who are not eligible for a private plan
- children of persons covered by the public plan

Persons under age 65 who are eligible for a private plan must be covered under the private plan.

Persons age 65 and over

Persons who turn 65 are automatically registered for the public plan. Many private insurers continue to offer prescription drug coverage to persons age 65 or over who were already covered by such a plan. Two types of coverage may be available to them: basic coverage (at least equal to the coverage provided by the Régie) and supplemental coverage (in addition to the coverage provided by the Régie).

When persons who turn 65 remain eligible for a private plan offering basic prescription drug coverage, they have a choice to make. They may decide to be insured:

- only by the public plan, administered by the Régie
- by the public plan (first payer) and by a private plan offering supplemental coverage (second payer)
- only by a private plan offering at least the basic coverage

Generally speaking, persons covered by the public plan must pay an annual premium to Revenu Québec when producing their tax return. The amount of the annual premium varies from \$0 to \$667 per adult according to net family income. This amount is in force from July 1, 2017, to June 30, 2018.

Certain persons insured under the public plan don't pay a premium. They include:

- holders of a claim slip issued by the Ministère de l'Emploi et de la Solidarité sociale
- persons age 65 or over who receive 94 to 100% of the Guaranteed Income Supplement (GIS)
- children of persons insured under the public plan, if they are under age 18 or if they are between the ages of 18 and 25 and are full-time students who do not have a spouse and live with their parents

Adjustment to parameters

The premium amounts, deductible, co-insurance and maximum monthly contribution are adjusted by the Régie de l'assurance maladie du Québec on July 1 of each year.

Régie de l'assurance maladie du Québec (RAMQ)

9. Health Insurance Act (Quebec) (cont'd)

The amounts in force from July 1, 2017, to June 30, 2018, for persons insured under the public plan are as follows:

	Monthly deductible	Co-insurance	Maximum monthly contribution	Maximum annual contribution
Adults age 18 to 64 not eligible for a private plan	\$19.45	34.8%	\$88.83	\$1,066
Persons age 65 or over – no GIS	\$19.45	34.8%	\$88.83	\$1,066
Persons age 65 or over – 1% to 93% of the GIS	\$19.45	34.8%	\$52.65	\$632

Additional information

Quebec City: 418-646-4636

Montreal: 514-864-3411

Elsewhere in Quebec, toll free: 1-800-561-9749

Service for the deaf and hearing impaired (TTY, teletypewriter for the hearing impaired):

Quebec City: 418-646-3939

Elsewhere in Quebec, toll free: 1-800-561-3939

Website: www.ramq.gouv.qc.ca

The Ministère du Travail, de l'Emploi et de la Solidarité sociale

10. Individual and Family Assistance Act (Quebec)

The *Individual and Family Assistance Act* provides for two last resort financial assistance programs: Social Assistance Program and Social Solidarity Program.

Eligibility

To be eligible, applicants must be age 18 or over or, if under age 18, have been married or be the parent of a dependent child.

Social Assistance Program

The Social Assistance Program provides last resort financial assistance to individuals who do not have severe employment constraints.

Comments:

The based benefit under the Social Assistance Program paid to individuals or families living with one of their parents is reduced by \$100 per month (\$50 per month in the case of spouses of students), except in certain situations.

Adults participating in an employment or social assistance program may in addition to their benefit receive an employment or support allowance. This may cancel the allowance for temporary constraints.

The Ministère du Travail, de l'Emploi et de la Solidarité sociale

10. Individual and Family Assistance Act (Quebec) (cont'd)

Benefit as at January 1, 2018:				
Social assistance program (monthly amounts)				
	Basic benefit	Allowance for temporary constraints	Total benefit	Work income with no reduction
1 ADULT				
No constraints	\$633	\$0	\$633	\$200
With temporary constraints	\$633	\$134	\$767	\$200
1 STUDENT SPOUSE				
No constraints	\$175	\$0	\$175	\$200
With temporary constraints	\$175	\$134	\$309	\$200
1 adult living or required to live in a social reintegration establishment or a minor housed with his/her dependent child	\$205	\$0	\$205	\$200
2 ADULTS				
No constraints	\$980	\$0	\$980	\$300
With temporary constraints	\$980	\$231	\$1,211	\$300
2 ADULTS IN DIFFERENT SITUATIONS				
1 adult with no constraints and 1 adult with temporary constraints	\$980	\$134	\$1,114	\$300

Social Solidarity Program

The **Social Solidarity Program** provides last resort financial assistance to individuals with severe employment constraints. A family of two adults simply requires one adult to have severe employment constraints to be eligible for the program.

A medical report attesting that the physical or mental condition is severe and permanent, for an undefined period, along with other considerations (low level of schooling, no work experience), represents a severe employment constraint.

Social solidarity program (monthly amounts)		
	Social solidarity benefit	Work income with no reduction
1 ADULT	\$962	\$100
1 STUDENT SPOUSE	\$488	\$100
1 adult living or required to live in a social reintegration establishment or a minor housed with his/her dependent child	\$205	\$100
2 ADULTS	\$1,438	\$100

Additional information

Telephone: 1-877-767-8773

Website: www.emploiquebec.gouv.qc.ca/en/

11. Act respecting Labour Standards (Quebec)

Minimum wage

Effective May 1, 2017, minimum wage rates have been set as follows:

General minimum wage: \$11.25/hour (\$12/hour as of May 1, 2018)

Employees receiving tips: \$9.45/hour (\$9.80/hour as of May 1, 2018)

Employees in the clothing industry: \$11.25/hour (\$12/hour as of May 1, 2018)

Regular work week

The duration of the regular work week is 40 hours. The regular work week is used to determine when an employee must be paid a wage with a 50% premium (time and a half). Some exceptions are provided for under the Act.

National holiday

June 24 is Quebec's national holiday, which is a non-working, paid statutory holiday. When June 24 falls on a Sunday, the statutory holiday is transferred to the Monday, June 25, only for those employees who do not ordinarily work on Sunday. All employees are entitled to a holiday on this day.

Contributions

The Commission des normes, de l'équité, de la santé et de la sécurité du travail is financed through a contribution collected from employers. The collection of this contribution, as stipulated under the *Act respecting Labour Standards*, is carried out by Revenu Québec. The contribution rate in effect for 2018 is 0.07% of the remuneration subject to the contribution paid to an employee, up to an annual maximum of \$74,000 per employee.

Additional information

1-844-838-0808

Website: www.cnesst.gouv.qc.ca

12. Automobile Insurance Act (Quebec)

The *Automobile Insurance Act* guarantees that all road users who suffer bodily injury caused by an automobile can be compensated. Moreover, all owners of automobiles operated in Quebec must hold liability insurance covering material damage caused by their automobile. This liability insurance, in the minimum amount of \$50,000, must be purchased from a private insurance company.

TABLE OF BENEFITS FOR accidents and DEATHS occurring between Jan. 1 and Dec. 31, 2018

Type of benefit	Benefit amount
Income replacement benefit ¹	90% of net income calculated based on a maximum annual gross income of \$73,500. ²
Care expenses benefit ³	Weekly amounts: <ul style="list-style-type: none"> • \$438 for 1 person • \$492 for 2 persons • \$543 for 3 persons • \$598 for 4 persons or more
Lump sum benefit for students ⁴	<ul style="list-style-type: none"> • \$5,256 for each school year missed at the primary level • \$9,645 for each school year missed at the secondary level • \$9,645 for each semester missed at the post-secondary level up to a maximum of \$19,289 per year
Inconveniences such as loss of enjoyment of life, psychological suffering and pain	\$245,946

The income replacement benefit is paid every two weeks to the accident victim or to his/her authorized representative for the duration of the disability, WITH THE EXCEPTION OF THE FIRST 7 DAYS FOLLOWING THE ACCIDENT.

1. When an accident victim who is already receiving income replacement benefits turns age 65, the benefits will be reduced by 25% as of the 65th birthday, by 50% as of the 66th birthday, by 75% as of the 67th birthday and will cease altogether on the 68th birthday.
2. Depending on the worker's status, the benefit is calculated as follows: a) wage earner: based on gross income earned from employment; b) self-employed worker: based on gross income set by the SAAQ by regulation for a job in the same category or on gross income earned from employment, if greater; c) worker with more than one job: on gross income earned from employment, or from employment that the worker can no longer perform, where applicable.
3. This benefit is paid to an accident victim whose primary occupation was to care for children less than 16 years of age or disabled persons on an unpaid basis. The victim must be unemployed and able to work or hold a part-time job (fewer than 28 hours per week) at the time of the accident in order to be eligible for this benefit.
4. As of the expected completion date of the program of studies, students may receive a benefit based on the amount of \$44,678, which corresponds to the average remuneration for workers in Quebec for the current year.

12. Automobile Insurance Act (Quebec) (cont'd)

Other specific benefits

Type of expense	Benefit amount
Care compensation ¹	<ul style="list-style-type: none"> • \$133 for 1 person • \$175 for 2 persons • \$223 for 3 persons • \$264 for 4 persons or more
Homecare compensation	Maximum of \$865 per week. The accident victim's state of health must require the continual presence of an assistant.
Compensation for reimbursement of worker replacement costs in a family business	Maximum reimbursement of \$876 per week (with supporting documents) during the first 180 days after the accident, for expenses that a victim who works without pay in a family business must incur to hire a replacement to carry out his/her duties.
Compensation for reimbursement of certain incidental expenses incurred as the result of the accident (if not covered under any other form of social security plan)	Reimbursement of SAAQ-approved expenses (with appropriate supporting documents).
Compensation for rehabilitation	Payment of goods and services aimed at promoting the victim's return to a normal life and reintegration into society or the job market, as part of an SAAQ-approved rehabilitation plan.

¹ This reimbursement is paid to a person who becomes unable to care for children aged 16 or younger or for persons disabled by the accident. He/she must not be receiving care compensation. Care expenses may also be reimbursed to a person who remains able to care for children aged 16 or younger or for disabled persons, but who must be absent in order to receive accident-related medical treatment or who must undergo a medical examination at the SAAQ's request. Supporting documents must be submitted.

Death Benefits

Victim with dependents	
Surviving spouse	The benefit paid to the surviving spouse varies from \$70,139 to \$367,500, depending on the victim's age and income.
Disabled surviving spouse	The benefit paid to the disabled surviving spouse of a deceased individual varies depending on the victim's age and income.
Dependents	The benefit paid to the dependent(s) of the deceased victim varies from \$33,314 to \$61,373, depending on the dependent's age.
Dependent who is disabled at the time of the victim's death	Additional benefit of \$28,932.
Children and other dependents of the head of a single-parent family who dies	In addition to their own benefits, children/dependents are entitled to the benefits that would have been paid to the surviving spouse, divided among them equally.
Person without spouse or dependents	\$56,217 divided equally between the victim's father and mother (if the victim is a minor) or to the estate (if the victim is 18 years of age or older).
Funeral expenses	\$5,256 to the victim's estate

Additional information

Montreal: 514-873-7620

Quebec City: 418-643-7620

Elsewhere in Quebec (toll-free): 1-800-361-7620

Service for the hearing-impaired (TDD, teleprinter): 514-954-7763 or 1-800-565-7763

Website: www.saaq.gouv.qc.ca/en/index.php

13. Tax Impact on Group Insurance

This table shows the tax impact on group insurance plans.

Benefits	CANADA			QUÉBEC		
	Deductible expenses ¹ for employer	Employer's contribution taxable for employee	Taxable benefits for the employee	Deductible expenses ¹ for employer	Employer's contribution taxable for employee	Taxable benefits for employee
Life	yes	yes	no	yes	yes	no
Accidental death and dismemberment, dismemberment due to illness and critical illness insurance	yes	yes	no	yes	yes	no
Dependent's life	yes	yes	no	yes	yes	no
Short term disability	yes	no	yes ²	yes	no	yes ²
Long term disability	yes	no	yes ²	yes	no	yes ²
Health	yes	no	no	yes	yes	no
Dental care	yes	no	no	yes	yes	no

¹ Expenses correspond to the portion of the premiums paid by the employer for this benefit.

² If the employer pays any part of the premium, regardless of the amount. If the employer pays the 9% sales tax on premiums but the employee pays the premium, the benefits remain non-taxable for the employee and the tax paid by the employer is a taxable benefit for the employee.

Please note that the 9% tax in Quebec must be included in the calculation of the taxable benefit. It must also be noted that, in Quebec, any taxable benefit is an integral part of the insurable earnings used to calculate the employee and employer contributions to the Quebec Pension Plan. Furthermore, employers must include such taxable benefits in their total payroll when calculating Health Services Fund, CSST and CNT contributions. Taxable benefits must be calculated for every pay period so that payments to the government may be correctly determined.

The articles in this document are under the responsibility of the government organizations that produce them. In the event of a discrepancy, the original laws and regulations have precedence over the information in this Bulletin.