

	Effective Date	Provider ID*	Rate Code**	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total	Notes
MEDICAL SERVICES PLAN (MSP) † GROUP 408123								
<ul style="list-style-type: none"> CUPE 116 CUPE 2950 BCGEU Okanagan (excluding job sharing) BCGEU and Non-Union Child Care Executive Administrative IUOE 115 <p><i>Paymaster:</i></p> <ul style="list-style-type: none"> Alumni Association Clerical/Secretarial CUPE 116 CUPE 2950 Faculty Association Executive Director Faculty Association Staff 	2018/01/01	MSP002	08 09	0120 0220	0.00 0.00	37.50 75.00	37.50 75.00	100% ER
<ul style="list-style-type: none"> Academic Executives Faculty Sessional Faculty (including under 50% FTE or less than 12 mos) PDF employees & award recipients paid via UBC Farm Workers Techs/Res Assistants Other Staff M&P – excluding Excluded M&P and SUDs <p><i>Paymaster M&P and Clerical Secretarial:</i></p> <ul style="list-style-type: none"> AAPS Alumni Association M&P entrepreneurship@UBC IC-IMPACTS Neurodev Network PROOF TRIUMF (BA, M&P, Techs) TRIUMF Innovations UBC FPP Board of Trustees 	2018/01/01	MSP003	08 09	0121 0221	37.50 75.00	0.00 0.00	37.50 75.00	100% EE
<ul style="list-style-type: none"> CUPE 2278 (ELI) Administrative Executives Excluded M&P Service Unit Directors 	2018/01/01	MSP004	08 09	0174 0274	28.12 56.25	9.38 18.75	37.50 75.00	75% EE/25% ER

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MEDICAL SERVICES PLAN (MSP) † GROUP 408123									
•	BCGEU Okanagan Job Sharing	2018/01/01	MSP006	08 09	0198 0298	18.75 37.50	18.75 37.50	37.50 75.00	50% EE/50% ER

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	Group/Div #	Effective Date	Provider ID*	Rate Code**	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total	Notes
EXTENDED HEALTH BENEFIT PLAN (EHB) †									
• Faculty	25205/001	2019/01/01	EHB001	01	0129	0.00	70.72	70.72	100% ER
• PDF employees				02	0229	0.00	174.46	174.46	
• Sessional Faculty (min 50% and min 4 mos)				03	0329	0.00	174.46	174.46	
• Academic Executives									
<i>Paymaster:</i>									
• TRIUMF BA									
• M&P	25205/002	2019/01/01	EHB002	01	0130	0.00	73.91	73.91	100% ER
• Excluded M&P				02	0230	0.00	184.54	184.54	
• Service Unit Directors				03	0330	0.00	184.54	184.54	
• Administrative Executives									
<i>Paymaster M&P (ineligible for HSA):</i>									
• AAPS	25205/011	2018/09/01	EHB013	01	0196	0.00	54.43	54.43	100% ER
• Alumni Association				02	0296	0.00	135.83	135.83	
• entrepreneurship@UBC				03	0396	0.00	135.83	135.83	
• IC-IMPACTS									
• Neurodev Network									
• PROOF									
• TRIUMF M&P									
• TRIUMF Innovations									
• UBC FPP Board of Trustees									
• CUPE 2950	25205/003	2019/01/01	EHB004	01	0132	0.00	76.67	76.67	100% ER
<i>Paymaster:</i>				02	0232	0.00	193.07	193.07	
• CUPE 2950				03	0332	0.00	193.07	193.07	
• Techs/Res Assts	25205/008	2019/01/01	EHB005	01	0133	0.00	67.71	67.71	100% ER
• Executive Administrative				02	0233	0.00	161.27	161.27	
• Farm Workers				03	0333	0.00	161.27	161.27	
• Other Staff									
• CUPE 2278 (ELI) (2018/04/01)									
• BCGEU and Non-union Child Care – effective 2019/01/01									
<i>Paymaster Clerical/Secretarial:</i>									
• AAPS									
• Alumni Association									
• Faculty Association Exec Director and Staff									
• entrepreneurship@UBC									
• IC-IMPACTS									
• Neurodev Network									
• PROOF									
• TRIUMF Techs									
• TRIUMF Innovations									
• UBC FPP Board of Trustees									

	Group/Div #	Effective Date	Provider ID*	Rate Code**	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total	Notes
EXTENDED HEALTH BENEFIT PLAN (EHB) †									
• CUPE 116	25205/004	2019/01/01	EHB006	01	0134	0.00	70.58	70.58	100% ER
Paymaster:				02	0234	0.00	180.39	180.39	
• CUPE 116				03	0334	0.00	180.39	180.39	
• Sessional Faculty (less than 50% or less than 4 months)	25205/001	2019/01/01	EHB008	01	0172	35.36	35.36	70.72	50% EE / 50% ER
				02	0272	87.23	87.23	174.46	
				03	0372	87.23	87.23	174.46	
• IUOE 115	25205/006	2019/01/01	EHB009	01	0176	0.00	70.41	70.41	100% ER
				02	0276	0.00	175.74	175.74	
				03	0376	0.00	175.74	175.74	
• BCGEU Okanagan (excluding job sharing)	25205/009	2019/01/01	EHB011	01	0118	0.00	53.20	53.20	100% ER
				02	0218	0.00	177.64	177.64	
				03	0318	0.00	177.64	177.64	
• BCGEU Okanagan Job Sharing	25205/009	2019/01/01	EHB014	01	0199	26.60	26.60	53.20	50% EE / 50% ER
				02	0299	88.82	88.82	177.64	
				03	0399	88.82	88.82	177.64	
• PDF award recipients regardless of funding Source	25205/001	2019/01/01	EHB012	01	0194	0.00	70.72	70.72	100% ER
				02	0294	0.00	174.46	174.46	
				03	0394	0.00	174.46	174.46	

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	Group/Div #	Effective Date	Provider ID*	Rate Code**	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total	Notes
DENTAL PLAN (DEN)†									
• CUPE 2950	25205/003	2018/09/01	DEN002	01	0147	0.00	71.63	71.63	100% ER
• <i>Paymaster:</i>				02	0247	0.00	131.55	131.55	
• CUPE 2950				03	0347	0.00	231.76	231.76	
• M&P	25205/002	2018/09/01	DEN003	01	0148	0.00	60.52	60.52	100% ER
• Administrative Executives				02	0248	0.00	115.26	115.26	
• <i>Paymaster M&P:</i>				03	0348	0.00	203.27	203.27	
• AAPS									
• Alumni Association									
• entrepreneurship@UBC									
• IC-IMPACTS									
• Neurodev Network									
• PROOF									
• TRIUMF M&P									
• TRIUMF Innovations									
• UBC FPP Board of Trustees									
• Faculty	25205/001	2018/09/01	DEN004	01	0149	0.00	57.58	57.58	100% ER
• PDF employees				02	0249	0.00	109.20	109.20	
• Sessional Faculty (min 50% and min 4 months)				03	0349	0.00	182.04	182.04	
• Academic Executives									
• TRIUMF BA									
• CUPE 116	25205/004	2018/09/01	DEN005	01	0150	0.00	66.01	66.01	100% ER
• <i>Paymaster:</i>				02	0250	0.00	125.67	125.67	
• CUPE 116				03	0350	0.00	211.72	211.72	
• Techs/Res Assts	25205/008	2019/01/01	DEN006	01	0151	0.00	66.46	66.46	100% ER
• Executive Administrative				02	0251	0.00	126.32	126.32	
• Farm Workers				03	0351	0.00	217.85	217.85	
• Other Staff									
• CUPE 2278 (ELI) (2018/04/01)									
• BCGEU and Non-union Child Care – effective 2019/01/01									
• <i>Paymaster Clerical/Secretarial:</i>									
• AAPS									
• Alumni Association									
• Faculty Association Exec Director and Staff									
• entrepreneurship@UBC									
• IC-IMPACTS									
• Neurodev Network									
• PROOF									
• TRIUMF Techs									
• TRIUMF Innovations									
• UBC FPP Board of Trustees									

	Group/Div #	Effective Date	Provider ID*	Rate Code**	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total	Notes
DENTAL PLAN (DEN)†									
• Sessional Faculty (less than 50% or less than 4 months)	25205/001	2018/09/01	DEN009	01	0173	28.79	28.79	57.58	50% EE/50% ER
				02	0273	54.60	54.60	109.20	
				03	0373	91.02	91.02	182.04	
• IUOE 115	25205/006	2019/01/01	DEN010	01	0179	0.00	69.59	69.59	100% ER
				02	0279	0.00	132.06	132.06	
				03	0379	0.00	215.92	215.92	
• BCGEU Okanagan (excluding job sharing)	25205/009	2019/01/01	DEN013	01	0117	0.00	63.42	63.42	100% ER
				02	0217	0.00	124.14	124.14	
				03	0317	0.00	211.08	211.08	
• BCGEU Okanagan Job Sharing	25205/009	2019/01/01	DEN015	01	0101	31.71	31.71	63.42	100% ER
				02	0201	62.07	62.07	124.14	
				03	0301	105.54	105.54	211.08	
• PDF award recipients regardless of funding source – effective 2010/04/01 for those paid through UBC and effective 2011/09/01 for those who are funded from a source external to UBC	25205/001	2018/09/01	DEN014	01	0195	0.00	57.58	57.58	100% ER
				02	0295	0.00	109.20	109.20	
				03	0395	0.00	182.04	182.04	

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	Effective Date	Provider ID*	Rate Code**	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total
EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)†							
All Employees	2000/04/01	EAP001	01	0180	1.20	2.80	4.00
PDF employees and award recipients receiving earnings through UBC			02	0280	1.20	2.80	4.00
			03	0380	1.20	2.80	4.00
Includes Union/Association President and Executive Directors							
<ul style="list-style-type: none"> ▪ BCGEU Child Care ▪ BCGEU Okanagan 							
<i>Paymaster:</i>							
<ul style="list-style-type: none"> ▪ AAPS ▪ CUPE 2950 ▪ CUPE 116 ▪ Faculty Association ▪ PROOF ▪ Alumni Association 							
Excludes all other Paymaster employees not mentioned above, BCGEU Okanagan Job Sharing and PDF award recipients receiving funding from a source external to UBC							
BCGEU Okanagan Job Sharing	2016/02/01	EAP004	01	0102	2.60	1.40	4.00
			02	0202	2.60	1.40	4.00
			03	0302	2.60	1.40	4.00
PDF award recipients receiving funding from a source external to UBC	2011/07/01	EAP003	01	0197	0.00	4.00	4.00
			02	0297	0.00	4.00	4.00
			03	0397	0.00	4.00	4.00

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	Effective Date	Provider ID*	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total	Notes
INCOME REPLACEMENT PLAN (IRP) / DISABILITY BENEFIT PLAN (DBP)							
<ul style="list-style-type: none"> Faculty Faculty Associaton Executive Director Sessional Faculty (min 50% and min 4 months) 	2019/01/01	IRP001	0001	1.487%	0.00%	1.487% (gross salary)	Group 100768 – fully insured Jan. 1, 2012
<i>Paymaster:</i>							
<ul style="list-style-type: none"> TRIUMF BA 							
<ul style="list-style-type: none"> Academic Executives Administrative Executives who choose to enroll in the Faculty Pension Plan Staff High Earners in excess of 2019 SPP Maximum Earnings of \$168,086.66 	2019/01/01	IRP002	0001	1.487%	0.00%	1.487% (gross salary)	Group 100768 – fully insured Jan. 1, 2012
<ul style="list-style-type: none"> M&P Administrative Executives who choose to enroll in the Staff Pension Plan 	2019/01/01	IRP003	0004	0.732%	0.00%	0.732% (gross salary)	Group 100328 – fully insured effective June 1, 2010
<i>Paymaster M&P:</i>							
<ul style="list-style-type: none"> AAPS Alumni Association entrepreneurship@UBC Neurodev Network PROOF TRIUMF M&P TRIUMF Innovations UBC FPP Board of Trustees 							
<ul style="list-style-type: none"> CUPE 2278 (ELI) 	2019/01/01	IRP004	0007	0.732%	0.00%	0.732% (gross salary)	Group 100328 – fully insured effective Dec. 1, 2010
<i>Paymaster:</i>							
<ul style="list-style-type: none"> Faculty Association Staff (No Pens contr) 							

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	Effective Date	Provider ID*	Flat Rate Table ID	Employee (EE)	U.B.C. (ER)	Total	Notes
INCOME REPLACEMENT PLAN (IRP) / DISABILITY BENEFIT PLAN (DBP)							
<ul style="list-style-type: none"> Techs/Res Assts Executive Administrative IUOE 115 BCGEU and Non-union Child Care Farm Workers Other Staff <p><i>Paymaster Clerical/Secretarial:</i></p> <ul style="list-style-type: none"> AAPS Alumni Association Faculty Association Executive Director Faculty Association Staff entrepreneurship@UBC Neurodev Network PROOF TRIUMF Techs TRIUMF Innovations UBC FPP Board of Trustees 	2019/01/01	IRP005	0003	0.495%	0.00%	0.495% (gross salary)	Group 100328 – fully insured effective April 1, 2010
<ul style="list-style-type: none"> BCGEU Okanagan 	2019/01/01	IRP010	0010	0.495%	0.00%	0.495% (gross salary)	Group 100328 – fully insured effective April 1, 2010
<ul style="list-style-type: none"> CUPE 116 <p><i>Paymaster:</i></p> <ul style="list-style-type: none"> CUPE 116 	2019/01/01	IRP006	0002	1.073%	0.00%	1.073% (gross salary)	Group 100328 – fully insured effective Jan. 1, 2013
<ul style="list-style-type: none"> CUPE 2950 <p><i>Paymaster:</i></p> <ul style="list-style-type: none"> CUPE 2950 	2018/01/01	IRP008	0005	1.150%	0.00%	1.150% (gross salary)	Group 100328 – fully insured effective Dec. 1, 2010

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	Effective Date	Provider ID* / Flat Rate Table	Employee (EE)	U.B.C. (ER)	Total	Notes
BASIC GROUP LIFE INSURANCE						
<ul style="list-style-type: none"> M&P; Administrative Executives <p><i>Paymaster M&P:</i></p> <ul style="list-style-type: none"> AAPS Alumni Association entrepreneurship@UBC Neurodev Network PROOF TRIUMF M&P TRIUMF Innovations UBC FPP Board of Trustees 	2019/01/01	BGL001 / 0072	0.000%	0.225%	0.225% (based on gross salary)	100% ER
<ul style="list-style-type: none"> CUPE 2950 CUPE 116 CUPE 2278 IUOE 115 BCGEU and Non-union Child Care BCGEU Okanagan Techs/Res Assts Executive Administrative Farm Workers Other <p><i>Paymaster Clerical/Secretarial:</i></p> <ul style="list-style-type: none"> AAPS Alumni Association Faculty Association Staff entrepreneurship@UBC Neurodev Network, PROOF TRIUMF Techs TRIUMF Innovations UBC FPP Board of Trustees TRIUMF Techs 	2019/01/01	BGL003 / 0185	0.000%	0.225%	0.225% (based on gross salary)	100% ER
<ul style="list-style-type: none"> Faculty Academic Executives Staff High Earners in excess of 2019 SPP Maximum Earnings of \$168,086.66 <p><i>Paymaster:</i></p> <ul style="list-style-type: none"> Faculty Association Executive Director TRIUMF BA 	2019/01/01	BGL004 / 0285	0.000%	0.225%	0.225% (based on gross salary)	100% ER

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	Effective Date	Provider ID* / Flat Rate Table	Employee (EE)	U.B.C. (ER)	Total	Notes
BASIC GROUP LIFE INSURANCE						
M&P; Administrative Executives; Alumni Association M&P; TRIUMF M&P; Paymaster M&P (excluding Faculty Association, IC Impacts)	2019/01/01	BGL001 / 0072	0.000%	0.225%	0.225% (based on gross salary)	100% ER
CUPE 2950; CUPE 116; CUPE 2278 (ELI); IUOE 115; BCGEU and Non-union Child Care; BCGEU Okanagan (2005/07/01); Techs/Res Assts; Executive Administrative (formerly Non-Union Clerical/Secretarial); Farm Workers; Other; TRIUMF (Techs); Alumni Association (Cler/Sec Staff); Faculty Association Staff; Paymaster Clerical/Secretarial	2019/01/01	BGL003 / 0185	0.000%	0.225%	0.225% (based on gross salary)	100% ER
Faculty; Academic Executives; TRIUMF (BA); Fac Assoc Exec Dir; Staff High Earners in excess of 2019 SPP Maximum Earnings of \$168,086.66	2019/01/01	BGL004 / 0285	0.000%	0.225%	0.225% (based on gross salary)	100% ER

Age	Benefit
Under 45	4.0 x salary
46 - 64	2.0 x salary
65 - 71	1.0 x salary

Maximum coverage is \$300,000.

For employees **not actively-at-work** (unpaid leave or leave while receiving Income Replacement plan income benefits) at the time the new schedule below became effective, the following schedule is applicable**:

Coverage:	Age	Benefit	Age	Benefit	Age	Benefit	Age	Benefit
	under 35	4.0 x salary	38	3.5 x salary	42	2.9 x salary	46	1.9 x salary
	35	3.8 x salary	39	3.4 x salary	43	2.7 x salary	47	1.6 x salary
	36	3.7 x salary	40	3.3 x salary	44	2.5 x salary	48	1.3 x salary
	37	3.6 x salary	41	3.1 x salary	45	2.2 x salary	49 or over	1.0 x salary

Maximum coverage is \$300,000.

For employees **not actively-at-work** (unpaid leave or leave while receiving Income Replacement plan income benefits) at the time the new schedule below became effective, the following schedule is applicable+:

Coverage:	Age	Benefit	Age	Benefit	Age	Benefit	Age	Benefit
	under 35	4.0 x salary	38	3.5 x salary	42	2.9 x salary	46 - 64	2.0 x salary
	35	3.8 x salary	39	3.4 x salary	43	2.7 x salary	65 - 71	1.0 x salary
	36	3.7 x salary	40	3.3 x salary	44	2.5 x salary		
	37	3.6 x salary	41	3.1 x salary	45	2.2 x salary		

Maximum coverage is \$300,000.

*New schedule applies upon return to active employment.

For those employees who were not **actively at work on or after:

- January 1, 2001 (CUPE Local 2278, CUPE Local 2950, CUPE Local 116 and BCGEU Childcare);
- July 1, 2001 (Management & Professionals, Administrative Executives, Excluded/Non-Union Clerical/Secretarial Staff, Farm Workers and Non-Union Technician & Research Associates.
- January 1, 2002 (Faculty, Academic Executives and IUOE 882).

+For those employees who were not **actively at work** on or after January 1, 2019 for all employee groups.

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STAFF AND SPOUSE OPTIONAL LIFE INSURANCE †

Participating Employees and Spouses – See Basic Life

OPT001/ SPL001
Age-Graded Table
LIF1
See table on next
page

100% EE

**Spousal Optional Life is only available if the Staff Member is under the age of 65 at the time of enrollment.

FACULTY, M&P AND SPOUSE OPTIONAL LIFE INSURANCE †

Participating Faculty** and Spouses – See Basic Life

OPT002/ SPL002
Age-Graded Table
LIF1
See table on next
page

100% EE

**Spousal Optional Life is only available if the Staff Member is under the age of 65 at the time of enrollment.

STAFF AND SPOUSE OPTIONAL ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE †

See Staff and Spouse Optional Life Insurance

ADD002 / SDD001
Flat Rate Table 0074

100% EE

FACULTY, M&P AND SPOUSE OPTIONAL ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE †

See Faculty, M&P and Spouse Optional Life Insurance

ADD002 / SDD001

100% EE

OPTIONAL AD&D RATE TABLE FOR FACULTY AND STAFF EFFECTIVE 2000/03/01

Coverage	25,000	50,000	75,000	100,000	125,000	150,000	175,000	200,000
Premium	0.75	1.50	2.25	3.00	3.75	4.50	5.25	6.00
Coverage	225,000	250,000	275,000	300,000	325,000	350,000	375,000	400,000
Premium	6.75	7.50	8.25	9.00	9.75	10.50	11.25	12.00
Coverage	425,000	450,000	475,000	500,000	525,000	550,000	575,000	600,000
Premium	12.75	13.50	14.25	15.00	15.75	16.50	17.25	18.00
Coverage	625,000	650,000	675,000	700,000	725,000	750,000		
Premium	18.75	19.50	20.25	21.00	21.75	22.50		

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OPTIONAL LIFE RATE TABLE FOR FACULTY AND STAFF EFFECTIVE 2019/01/01

Unit of Coverage	To Age 34		Age 35-39		Age 40 - 44		Age 45 - 49		Age 50 - 54		Age 55 - 59		Age 60 - 64	
	N/S	SMKR	N/S	SMKR	N/S	SMKR	N/S	SMKR	N/S	SMKR	N/S	SMKR	N/S	SMKR
25,000	0.30	0.63	0.43	0.70	0.53	1.03	0.90	1.80	1.73	3.43	2.90	5.83	4.83	9.45
50,000	0.60	1.25	0.85	1.40	1.05	2.05	1.80	3.60	3.45	6.85	5.80	11.65	9.65	18.90
75,000	0.90	1.88	1.28	2.10	1.58	3.08	2.70	5.40	5.18	10.28	8.70	17.48	14.48	28.35
100,000	1.20	2.50	1.70	2.80	2.10	4.10	3.60	7.20	6.90	13.70	11.60	23.30	19.30	37.80
125,000	1.50	3.13	2.13	3.50	2.63	5.13	4.50	9.00	8.63	17.13	14.50	29.13	24.13	47.25
150,000	1.80	3.75	2.55	4.20	3.15	6.15	5.40	10.80	10.35	20.55	17.40	34.95	28.95	56.70
175,000	2.10	4.38	2.98	4.90	3.68	7.18	6.30	12.60	12.08	23.98	20.30	40.78	33.78	66.15
200,000	2.40	5.00	3.40	5.60	4.20	8.20	7.20	14.40	13.80	27.40	23.20	46.60	38.60	75.60
225,000	2.70	5.63	3.83	6.30	4.73	9.23	8.10	16.20	15.53	30.83	26.10	52.43	43.43	85.05
250,000	3.00	6.25	4.25	7.00	5.25	10.25	9.00	18.00	17.25	34.25	29.00	58.25	48.25	94.50
275,000	3.30	6.88	4.68	7.70	5.78	11.28	9.90	19.80	18.98	37.68	31.90	64.08	53.08	103.95
300,000	3.60	7.50	5.10	8.40	6.30	12.30	10.80	21.60	20.70	41.10	34.80	69.90	57.90	113.40
325,000	3.90	8.13	5.53	9.10	6.83	13.33	11.70	23.40	22.43	44.53	37.70	75.73	62.73	122.85
350,000	4.20	8.75	5.95	9.80	7.35	14.35	12.60	25.20	24.15	47.95	40.60	81.55	67.55	132.30
375,000	4.50	9.38	6.38	10.50	7.88	15.38	13.50	27.00	25.88	51.38	43.50	87.38	72.38	141.75
400,000	4.80	10.00	6.80	11.20	8.40	16.40	14.40	28.80	27.60	54.80	46.40	93.20	77.20	151.20
425,000	5.10	10.63	7.23	11.90	8.93	17.43	15.30	30.60	29.33	58.23	49.30	99.03	82.03	160.65
450,000	5.40	11.25	7.65	12.60	9.45	18.45	16.20	32.40	31.05	61.65	52.20	104.85	86.85	170.10
475,000	5.70	11.88	8.08	13.30	9.98	19.48	17.10	34.20	32.78	65.08	55.10	110.68	91.68	179.55
500,000	6.00	12.50	8.50	14.00	10.50	20.50	18.00	36.00	34.50	68.50	58.00	116.50	96.50	189.00
525,000	6.30	13.13	8.93	14.70	11.03	21.53	18.90	37.80	36.23	71.93	60.90	122.33	101.33	198.45
550,000	6.60	13.75	9.35	15.40	11.55	22.55	19.80	39.60	37.95	75.35	63.80	128.15	106.15	207.90
575,000	6.90	14.38	9.78	16.10	12.08	23.58	20.70	41.40	39.68	78.78	66.70	133.98	110.98	217.35
600,000	7.20	15.00	10.20	16.80	12.60	24.60	21.60	43.20	41.40	82.20	69.60	139.80	115.80	226.80
625,000	7.50	15.63	10.63	17.50	13.13	25.63	22.50	45.00	43.13	85.63	72.50	145.63	120.63	236.25
650,000	7.80	16.25	11.05	18.20	13.65	26.65	23.40	46.80	44.85	89.05	75.40	151.45	125.45	245.70
675,000	8.10	16.88	11.48	18.90	14.18	27.68	24.30	48.60	46.58	92.48	78.30	157.28	130.28	255.15
700,000	8.40	17.50	11.90	19.60	14.70	28.70	25.20	50.40	48.30	95.90	81.20	163.10	135.10	264.60
725,000	8.70	18.13	12.33	20.30	15.23	29.73	26.10	52.20	50.03	99.33	84.10	168.93	139.93	274.05
750,000	9.00	18.75	12.75	21.00	15.75	30.75	27.00	54.00	51.75	102.75	87.00	174.75	144.75	283.50

* Provider ID is for processing use only.

† Payroll deductions are taken in advance; e.g. Sept. 30 deduction is for coverage during October.

Unit of Coverage	Age 65 -69		Age 70 - 74		Age 75 - 79		Age 80 - 84	
	N/S	SMKR	N/S	SMKR	N/S	SMKR	N/S	SMKR
25,000	8.33	16.68	13.63	27.30	21.13	42.43	33.13	66.30
50,000	16.65	33.35	27.25	54.60	42.25	84.85	66.25	132.60
75,000	24.98	50.03	40.88	81.90	63.38	127.28	99.38	198.90
100,000	33.30	66.70	54.50	109.20	84.50	169.70	132.50	265.20
125,000	41.63	83.38	68.13	136.50	105.63	212.13	165.63	331.50
150,000	49.95	100.05	81.75	163.80	126.75	254.55	198.75	397.80
175,000	58.28	116.73	95.38	191.10	147.88	296.98	231.88	464.10
200,000	66.60	133.40	109.00	218.40	169.00	339.40	265.00	530.40
225,000	74.93	150.08	122.63	245.70	190.13	381.83	298.13	596.70
250,000	83.25	166.75	136.25	273.00	211.25	424.25	331.25	663.00
275,000	91.58	183.43	149.88	300.30	232.38	466.68	364.38	729.30
300,000	99.90	200.10	163.50	327.60	253.50	509.10	397.50	795.60
325,000	108.23	216.78	177.13	354.90	274.63	551.53	430.63	861.90
350,000	116.55	233.45	190.75	382.20	295.75	593.95	463.75	928.20
375,000	124.88	250.13	204.38	409.50	316.88	636.38	496.88	994.50
400,000	133.20	266.80	218.00	436.80	338.00	678.80	530.00	1060.80
425,000	141.53	283.48	231.63	464.10	359.13	721.23	563.13	1127.10
450,000	149.85	300.15	245.25	491.40	380.25	763.65	596.25	1193.40
475,000	158.18	316.83	258.88	518.70	401.38	806.08	629.38	1259.70
500,000	166.50	333.50	272.50	546.00	422.50	848.50	662.50	1326.00
525,000	174.83	350.18	286.13	573.30	443.63	890.93	695.63	1392.30
550,000	183.15	366.85	299.75	600.60	464.75	933.35	728.75	1458.60
575,000	191.48	383.53	313.38	627.90	485.88	975.78	761.88	1524.90
600,000	199.80	400.20	327.00	655.20	507.00	1018.20	795.00	1591.20
625,000	208.13	416.88	340.63	682.50	528.13	1060.63	828.13	1657.50
650,000	216.45	433.55	354.25	709.80	549.25	1103.05	861.25	1723.80
675,000	224.78	450.23	367.88	737.10	570.38	1145.48	894.38	1790.10
700,000	233.10	466.90	381.50	764.40	591.50	1187.90	927.50	1856.40
725,000	241.43	483.58	395.13	791.70	612.63	1230.33	960.63	1922.70
750,000	249.75	500.25	408.75	819.00	633.75	1272.75	993.75	1989.00

* Provider ID is for processing use only.
† Payroll deductions are taken in advance; e.g. Sept. 30 deduction is for coverage during October.

	Effective Date	Provider ID*	Employee (EE)	U.B.C. (ER)
FACULTY PENSION PLAN				
Faculty; Academic Executives; Administrative Executives who choose to enroll in the Faculty Pension Plan; Staff High Earners in excess of 2019 SPP Maximum Earnings of \$168,086.66	2019/01/01	FAP001	5.0% to \$3,500 3.2% between \$3,500 and \$57,400 5.0% over \$57,400 (based on gross annual salary**)	10.0% to \$3,500 8.2% between \$3,500 and \$57,400 10.0% over \$57,400 (based on gross annual salary**)
<i>Paymaster:</i>				
<ul style="list-style-type: none"> • Faculty Association Executive Director • TRIUMF BA 				
STAFF PENSION PLAN				
Staff; Administrative Executives who choose to enroll in the Staff Pension or those with earnings less than 2019 SPP Maximum Earnings of \$168,086.66	2019/01/01	STP002	6.5% of gross annual salary**	9.4% of gross annual salary**
<i>Paymaster:</i>				
<ul style="list-style-type: none"> • AAPS • Alumni Association • CUPE 116 • CUPE 2950 • Faculty Association Staff • entrepreneurship@UBC • Neurodev Network • PROOF • TRIUMF (M&P and Techs) • TRIUMF Innovations • UBC FPP Board of Trustees 				
EMPLOYMENT INSURANCE				
All Employees	2019/01/01		1.62% of gross annual salary** Annual Maximum \$860.22 Maximum insurable earnings \$53,100	2.268% of gross annual salary** Annual Maximum \$1,204.31 Maximum insurable earnings \$53,100
CANADA PENSION PLAN				
All Employees	2019/01/01		5.10% of gross annual salary** up to \$57,400 after first \$3,500 Annual maximum of \$2,748.90	5.10% of gross annual salary** up to \$57,400 after first \$3,500 Annual maximum of \$2,748.90
WORKERS' COMPENSATION				
All Employees	2019/01/01			0.40% of gross annual salary** Annual Maximum \$339.20 Maximum insurable earnings \$84,800

* For part-time employees, union dues are based on percentages; however, minimums apply.

EXTRAORDINARY EXPENSE FUND

Tri-Agency funded grant- and contract-funded staff & faculty, postdoctoral fellow employees and award recipients with fund codes:	2017/04/01	0.6% of gross salary
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- R0017
- R0070
- R7000 to R7999
- R8000 to R8999
- R9000 to R9998

Non Tri-Agency funded grant- and contract-funded staff & faculty, postdoctoral fellow employees and award recipients with fund codes:		0.8% of gross salary
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- E0000 to E9999 (applies to PDFs only)
- G0000 to G9999 (applies to PDFs only)
- R0000 to R0016
- R0018 to R0069
- R0071 to R6999
- R9999
- S0000 to S9999

* For part-time employees, union dues are based on percentages; however, minimums apply.

	Effective Date	Employee (EE)	Notes
ASSOCIATION OR UNION DUES* (Monthly)			
Faculty Association	2009/07/01	0.678% of gross earnings no minimum; no maximum no Initiation Fee	100% EE
AAPS	2013/07/01	0.45% of gross earnings no minimum; no maximum no Initiation Fee	100% EE
CUPE 2950	1999/11/01	1.73% of gross earnings no minimum; no maximum \$10.00 Initiation Fee	100% EE
CUPE 116	2007/02/01	2.50% of gross earnings no minimum; no maximum \$1.00 Initiation Fee	100% EE
IUOE	1994/04/01	2.00% of gross earnings minimum of \$14.00 \$125.00 Initiation Fee	100% EE
CUPE 2278	2002/08/01	2.00% of gross earnings no minimum; no maximum \$1.00 Initiation Fee	100% EE
BCGEU Child Care **	2005/08/01	1.85% of gross earnings no minimum; no maximum; no Initiation Fee	100% EE
BCGEU Okanagan	2005/08/01	1.85% of gross earnings no minimum; no maximum; no Initiation Fee	100% EE

* For part-time employees, union dues are based on percentages; however, minimums apply.

BENEFIT TABLE	DESCRIPTIONS
01H for hourly / 01M for monthly	International Union of Operating Engineers Local 115
02H / 02M	BCGEU Vancouver Childcare (Except for Auxiliary)
03H / 03M	Farm Workers and Non-Union Technicians & Research Assistants
04H / 04M	CUPE 116
05H / 05M	CUPE 2950
06H / 06M	Faculty (includes postdoctoral fellows – employees and award recipients regardless of funding source – effective 2010/04/01 for award recipients paid through UBC and effective 2011/09/01 for award recipients who are funded from a source external to UBC)
07H / 07M	Executive Administrative Staff
08H / 08M	Senior Executive (Academic and Administrative)
10H / 10M	Management & Professional Staff and Excluded M&P
11H / 11M	Other Staff
12H / 12M	Service Unit Directors
13H / 13M	TRIUMF – Board Appointment
14H / 14M	TRIUMF – Management & Professional Staff
15H / 15M	TRIUMF – Non-Union Technicians
16H / 16M	CUPE 2278 – Non-Credit Instructors
17H / 17M	Paymasters
18H / 18M	BCGEU Okanagan Staff (excluding student employees)
19H / 19M	BCGEU Vancouver Childcare Auxiliary & Non-Union Childcare Staff
20M	Staff High Earners in excess of 2018 SPP Maximum Earnings of \$163,580 (introduced 2007/01/01)
21H / 21 M	Exception Benefit Program (doesn't fall under any in the table – use this table if employee has negotiated benefits outside the normal eligibility for his/her employment group)
001	No benefits group

* For part-time employees, union dues are based on percentages; however, minimums apply.