



2025 Bulletin
**on Alberta
Social Legislation**

beneva

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We are pleased to present the *2025 Beneva Bulletin on Alberta Social Legislation*, which summarizes the government programs available to citizens. This document provides information on how these programs and group insurance plans work in synergy to improve the well-being of Alberta citizens.

The programs covered in this bulletin are tools our society has introduced to improve the conditions of its members. This document highlights legislation that maintains social acquisitions, programs for maintaining citizens' quality of life, as well as measures for supporting and protecting the dignity of fellow citizens who are experiencing difficulties.

It also reflects the solidarity and humanity that defines our society. These values are particularly relevant for the people at Beneva. As a mutual company, our mission is to improve people's lives by putting them at the heart of our thinking and our actions. In publishing this bulletin, we hope to offer a tool to guide organizations and individuals in making choices that promote their physical and financial health.

NOTES:

We recognize that sex is based on the physical and biological characteristics of a person at birth and that gender is a multi-dimensional concept shaped by various factors such as cultural and behavioural norms and personal identity. Given current social change, this concept is also evolving. We use the term "women" to designate people who identify as women. We also recognize that many health issues covered in this document may apply not only to women but also to transgender people and non-binary persons who were assigned the female sex at birth.

In this bulletin, the word "spouse" refers both to people who are married as well as to those who live together.

The measures and programs presented in this document are the responsibility of the various government bodies that administer them and are subject to change. As a result, certain information contained in the document may change after publication. In the event of a discrepancy, the original texts in the laws and regulations will take precedence over the information provided in this bulletin.

If you have any comments about the *Beneva Bulletin on Social Legislation*, please email us at bulletin@beneva.ca.

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FEDERAL PLAN

01. Employment Insurance Act

Employment Insurance provides an income to workers who lose their jobs through no fault of their own or who must take a leave from work for illness, the birth or adoption of a child or to be a caregiver.



Premiums paid by employers and workers

Employment Insurance is financed by premiums paid by employers and workers.

Parameters	2025		2024	
Maximum yearly insurable earnings	\$65,700		\$63,200	
Employees	Canada, except Quebec	Quebec¹	Canada, except Quebec	Quebec¹
Premium rate per \$100 of gross insurable earnings	1.64%	1.31%	1.66%	1.32%
Maximum annual premium	\$1,077.48	\$860.67	\$1,049.12	\$834.24
Employers	Canada, except Quebec	Quebec¹	Canada, except Quebec	Quebec¹
Premium rate per \$100 of gross insurable earnings (1.4 times the employee's premium)	2.296%	1.834%	2.324%	1.848%
Maximum annual premium	\$1,508.47	\$1,204.94	\$1,468.77	\$1,167.94

1. Quebec has its own parental benefits plan. This is why the rates are lower than those in effect elsewhere in Canada.

Regular benefits

To be eligible for regular Employment Insurance benefits, workers must have accumulated the required number of insurable employment hours for a reference period, i.e. between 420 and 700 hours based on the unemployment rate in their area.

They must also:

- Have lost their job through no fault of their own
- Not worked or received earnings for at least 7 consecutive days in the last 52 weeks
- Be able to work each day
- Be actively seeking employment

Note: Different eligibility criteria may apply to certain groups of workers such as farmers, fishers, workers or residents outside Canada and self-employed workers.

Payment amount and calculation of regular benefits

Parameters	Terms
Waiting period before receiving benefits	7 days
Benefits	55% of the average insurable earnings of the 14 to 22 best weeks over the past 52 weeks, based on the regional unemployment rate
Maximum weekly benefits	\$695
Duration	14 to 45 weeks, based on the unemployment rate in the region

Sickness benefits

To be eligible for Employment Insurance sickness benefits, workers must have accumulated 600 insurable hours of work during the reference period.

They must also:

- Be unable to work for medical reasons
- Have experienced a more than 40% reduction of their weekly earnings for at least one week
- Provide a medical certificate

Calculation and payment of sickness benefits

Parameters	Terms
Waiting period before receiving benefits	7 days
Benefits	55% of insurable earnings
Maximum weekly benefits	\$695
Maximum duration	26 weeks



Irene, director of human resources in a manufacturing SME

Age	42
Objective	Attract and retain employees amid a labour shortage
Challenge	Maximize benefits without increasing company costs

In her search for ways to attract and retain employees without raising her company's expenses, Irene comes across the [EI Premium Reduction Program](#). By maximizing the short-term disability plan in place at her SME, she could offer better coverage for her employees while also reducing costs.

The game plan

Curious to learn more, she discusses it with her group insurance advisor. Together, they review the company's current short-term disability coverage.

He suggests adjusting the plan to:

- Cover at least 15 weeks of disability.
- Provide benefits equal to or greater than those provided by Employment Insurance
- Reduce the elimination period to seven days
- Make sure that benefits are paid within eight days of the illness or injury
- Provide coverage to employees within three months of hiring.

The result

Irene receives a reduction of \$0.35 for every \$100 of insurable earnings.

The result: substantial savings, enhanced employee coverage, and a more competitive company. Excited, Irene shares these changes with her staff to strengthen their commitment to the company.

Maternity and parental benefits

Maternity and parental benefits provide financial aid to parents who are on leave from work to care for a newborn or a newly adopted child.¹

To qualify for coverage, applicants must:

- Have experienced a drop in earnings of more than 40% for at least one week
- Have accumulated at least 600 insurable hours of work during the reference period

Maternity benefits

Maternity benefits are paid to biological mothers, including surrogate mothers, who cannot work because they are pregnant or have recently given birth.

The benefits cannot be shared between the two parents. The mother receiving maternity benefits may also be entitled to receive parental benefits.

Parental benefits

Parental benefits are paid to the parents of a newborn or newly adopted child. Parents must choose between two options: standard parental benefits or extended parental benefits.

Each parent must submit their own application. Parents sharing benefits must each choose the same option. Once they start receiving parental benefits, they cannot change options. They can receive their benefits at the same time or one after another.

Calculation of parental benefits

Type of benefits	Maximum weeks	Benefit rate	Weekly maximum
Maternity	15 weeks	55%	\$695
Parental			
Standard	40 weeks Can be shared, but one parent cannot receive more than 35 weeks of standard benefits	55%	\$695
Extended	69 weeks Can be shared, but one parent cannot receive more than 61 weeks of extended benefits	33%	\$417

¹. Quebec has its own program, the Québec Parental Insurance Plan, that provides maternity, paternity and adoption benefits.

Caregiving benefits

Caregiving benefits provide financial assistance to individuals who must take time away from work to care for or support a close relative who is critically ill or injured or who needs end-of-life care.

To be eligible, the applicant must have accumulated at least 600 insurable hours of work during the reference period.

They must also:

- Be a family member or a person who is considered a family member of this person
- Have experienced a more than 40% reduction of their weekly earnings for at least one week because they are on leave from work to provide care or support to the person
- Provide a medical certificate confirming that the person is seriously ill or injured or in need of end-of-life care

The weeks of benefits may be shared by eligible caregivers. In this situation, they can receive their weeks of benefits at the same time or one after another.

Calculation and payment of caregivers' benefits

Parameters	Terms
Waiting period before receiving benefits	7 days
Benefits	55% of insurable earnings
Maximum weekly benefits	\$695
Maximum duration of benefits ¹	
Family caregiver benefit for children	35 weeks
Family caregiver benefit for adults	15 weeks
Compassionate care benefits	26 weeks

1. Benefits can be paid for up to 52 weeks following the date the person is certified as critically ill or injured or in need of end-of-life care.

Working while on claim

Individuals who earn employment income may continue receiving part of their benefits. For each dollar earned, they may keep \$0.50 of the Employment Insurance benefits up to the earnings threshold. This threshold is defined as 90% of the insurable weekly earnings used to calculate the benefit amount. Each dollar that exceeds this threshold is deducted from the benefits.

For more information:

[Employment Insurance – Working While on Claim](#)

Additional information

[Employment Insurance benefits](#)

FEDERAL PLAN

02. Canada Child Benefit

The Canada Child Benefit (CCB) is paid every month to families who have children under 18. The CCB may include the Child Disability Benefit (CDB), where applicable. These benefits are not taxable.



Eligibility

To be eligible for the CCB, the applicant must:

- Live with a child under age 18
- Be designated as [primarily responsible for the care and upbringing of the child](#)
- Be a [resident of Canada for tax purposes](#)
- Have one of the following statuses or have a spouse with one of the following statuses:
 - Canadian citizen
 - Permanent resident
 - Protected person
 - Temporary resident of Canada for the last 18 months and have a valid permit as of the 19th month
 - Be registered, or entitled to be registered, under the Indian Act

Benefits

Benefits are paid over a 12-month period from July of one year to June of the following year.

The information used to calculate the benefit is:

- The number of children living with the person primarily responsible for their care and upbringing
- The age of the children
- The primary caregiver's marital status
- The adjusted family income indicated on line 236 of the income tax return and to which is added the net income of the spouse, where applicable
- The eligibility of a child for the Child Disability Benefit

Basic Benefit for the period of July 2024 to June 2025

For the period of July 2024 to June 2025, households with a net income under \$36,502 receive the maximum allowance for each child:

- Under age 6: \$7,787 per year (\$648.91 per month)
- Age 6 to 17: \$6,570 per year (\$547.50 per month)

When the adjusted family income exceeds \$36,502, the allowance is reduced in accordance with the terms indicated in the following table.

CCB reduction based on adjusted family income

Number of children	Reduction according to adjusted family income level (% of amount exceeding the established threshold)	
	Between \$36,502 and \$79,087	Over \$79,087
1 child	7%	\$2,981 + 3.2%
2 children	13.5%	\$5,749 + 5.7%
3 children	19%	\$8,091 + 8%
4 children or more	23%	\$9,795 + 9.5%

Child Disability Benefit

The Child Disability Benefit is paid in addition to the CCB.

For the period of July 2024 to June 2025, the basic amount of this benefit is \$3,322 (\$276.83 per month) for each eligible child.

The CDB is reduced when adjusted family net income is greater than \$79,087. The reduction is calculated according to the terms indicated in the table below.

CDB reduction based on family income

Number of eligible children	Adjusted family income above \$79,087 (% of the portion exceeding the established threshold)
1 child	3.2%
2 or more	5.7%

Additional information

[Canada Child Benefit](#)



Yasmina, new mother

Age 29

Objective To make sure she receives the benefits she's entitled to in order to cover her baby's expenses.

Yasmina has just had her first child. She knows she's entitled to benefits and wants to make sure she receives all the amounts she's entitled to, including the Canada Child Benefit (CCB).

Three ways to apply

She looks into the options for when and how to submit a CCB application:

1. [Automated Benefits Applications](#) through her province or territory's vital statistics office
 - On her child's birth registration form, Yasmina can check a box authorizing her province or territory's vital statistics office to communicate the necessary information to Canada Revenue Agency (CRA).
 - The application must be submitted within 30 days following her child's date of birth.
2. Registering online to access [My Account](#)
 - Yasmina can register for My Account on the CRA website and submit her application.
 - She can track the status of her file in real time.
3. *Canada Child Benefit Application includes federal, provincial, and territorial programs (by mail)*
 - [RC66](#) Canada Child Benefit Application can be used to apply for all federal, provincial, and territorial child benefit programs.
 - This method involves longer delays due to postal processing.

The result

Yasmina chooses the online application, which is quicker and easier to track. A few weeks later, she received confirmation that her application had been accepted. The CCB is deposited directly into her account.

During her research, Yasmina learned that the CCB is recalculated every July based on the income declared the previous year. To ensure their CCB payments continue without interruption, she and her partner must file their tax returns on time.

03. Alberta Child and Family Benefit



The Alberta Child and Family Benefit (ACFB) is a tax-free amount paid quarterly to lower and middle-income families with children under 18. Payments are issued to eligible families in August, November, February and May. This program is fully funded by the Government of Alberta and administered by the Canada Revenue Agency.

Eligibility

To be eligible for the ACFB, applicants must:

- Be a parent of one or more children under 18
- Be a resident of Alberta
- File a tax return
- Meet the income criteria

Payment amounts

The ACFB includes a base component and a working component.

- The ACFB's **base component** is available to lower-income families with children, whether or not they earn any employment income. It ranges from \$1,469 to \$3,674 depending on the number of children. The amount paid under this component decreases when adjusted family net income exceeds \$27,024.
- The **working component** is paid to families with employment income over \$2,760. The working component ranges from \$752 to \$1,982 depending on the number of children. The amount paid under this component decreases when adjusted net income exceeds \$45,285.

Maximum benefits from July 2024 to June 2025

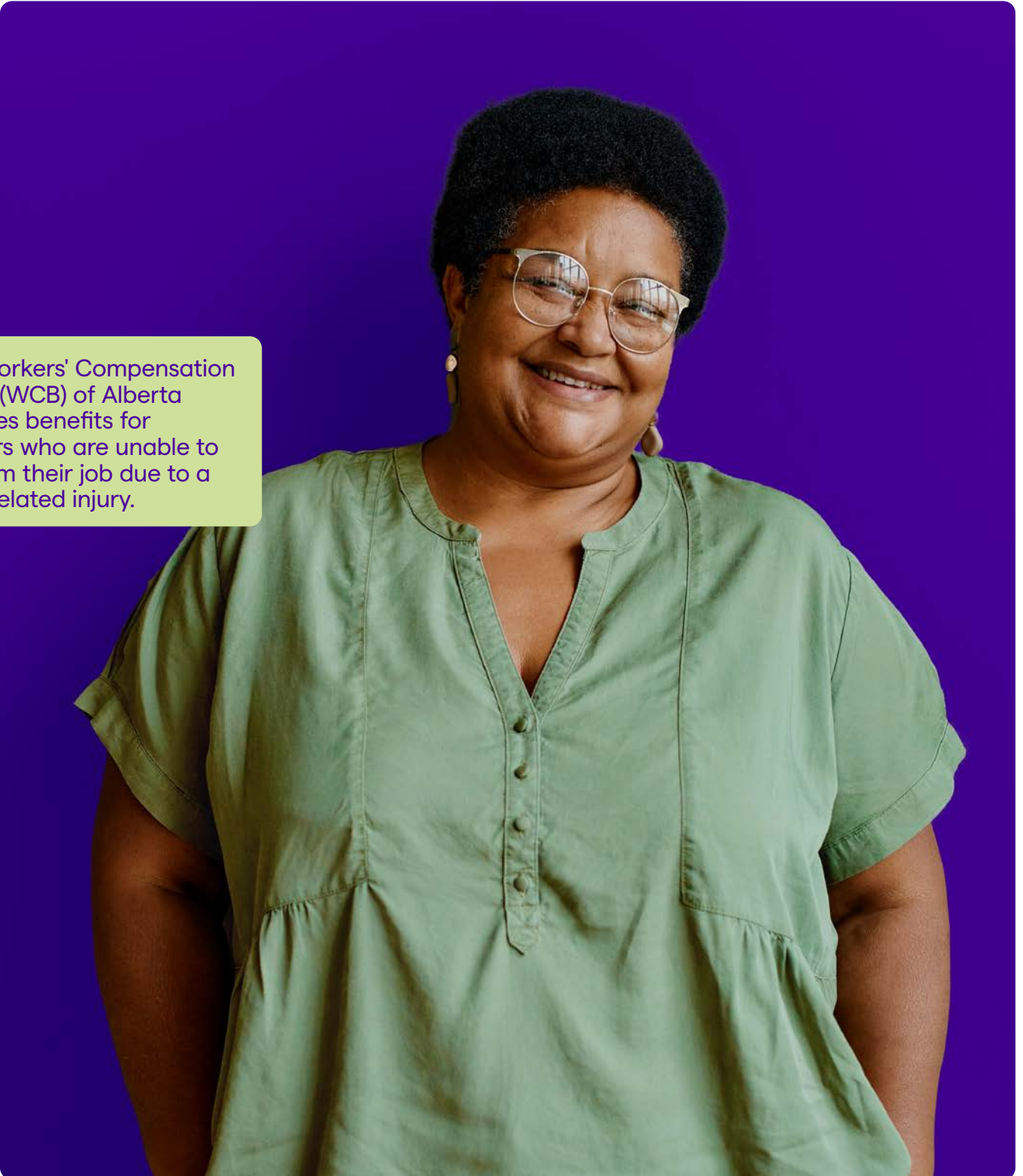
Number of children	Base component	Working component
1 child	\$1,469	\$752
2 children	\$2,204	\$1,437
3 children	\$2,939	\$1,847
4 children or more	\$3,674	\$1,982

Additional information

[Alberta Child and Family Benefit](#)

04. Workers' Compensation Act

The Workers' Compensation Board (WCB) of Alberta provides benefits for workers who are unable to perform their job due to a work-related injury.



Average premium rate

The public workers' compensation plan for work-related injuries and diseases is financed by annual contributions from employers. Premiums vary depending on the employers' operations.

The 2025 average premium rate paid by Alberta employers is set at \$1.41 per \$100 of assessable payroll. This is a \$0.05 increase from 2024.

Annual insurable earnings

The benefit amount is based on the person's gross earnings. Gross earnings is the income set out in the work contract and includes all forms of remuneration such as bonuses, tips, premiums and overtime.

Gross earnings must be taken into account up to the maximum annual compensable earnings in effect at the time of the injury. The maximum insurable earnings ceiling for 2025 is \$106,400, which is \$1,800 up from 2024.

Benefits paid to workers

The WCB of Alberta pays various types of benefits to workers who can't work due to work-related injury or illness.

Wage-replacement benefits

The Board provides wage replacement benefits to workers who sustain a work-related injury or illness.

The employer pays the injured worker's full wages for the day the injury occurred. The WCB of Alberta begins paying benefits the following day. The amount is calculated according to the rate in effect on the day of the injury. Payments begin within 14 days after registering a new claim and continue as long as medical evidence shows the worker is unable to return to work due to the injury.

Due to differing legislation, the applicable rate depends on the date on which the injury occurred, as indicated in the table below. For injuries that occur in 2025, the compensation benefits are based on 90% annual maximum compensable earnings.

Calculating wage replacement benefits based on the date of injury

Date of injury	Rate	Base
Prior to September 1, 2018	90%	Net income, maximum compensable earnings in effect at the time of the injury
September 1, 2018, to December 31, 2020	90%	Net income, with no maximum compensable earnings amount
Since September 1, 2021	90%	Net income, maximum compensable earnings in effect during the year of the injury (\$106,400 in 2025)

Take-home pay: The gross take-home pay a person would have earned if not injured, from which federal and provincial income tax, Canada and Employment Insurance contributions are deducted.

Medical benefits

Workers who sustain a work-related injury and require medical care and equipment may be reimbursed for some eligible expenses approved by the WCB of Alberta, including:

- Medical care and services
- Treatments provided by healthcare professionals (chiropractor, acupuncturist, physiotherapist, etc.)
- Hospital care and hospital stays in standard wards
- Psychology services
- Medical supplies (crutches, bandages, splints, etc.)
- Medications

In the event of severe injuries, workers may be entitled to additional benefits. These benefits could include:

- A personal care allowance
- Reimbursement of vehicle modification expenses
- Psychological counselling
- Wheelchair costs

Permanent disability compensation

The WCB of Alberta may pay benefits for permanent disability to workers who sustain irreversible consequences due to an occupational injury or illness. This may include an amputation, loss of use of a body part due to nerve damage or a permanent change of a body part, system or function.

Amounts vary depending on the year the injury occurred. Benefits are indexed yearly on January 1 based on the cost of living index, minus 0.5%.

Economic loss payments

An economic loss payment (ELP) compensates the worker for loss of earnings if the injury results in compensable permanent work restrictions that cause an impairment of earning capacity. The payment is equal to 90% of the difference between the person's net salary at the time of the accident and their net salary in the new job. The amount is divided into 12 monthly payments.

Income is reviewed periodically. ELP may be paid until retirement age. In 2025, the maximum ELP paid in the event of permanent total disability is \$5,849.81 per month.

Non-economic loss payment

The Non-Economic Loss Payment (NELP) is paid in recognition that a permanent clinical impairment may also have repercussions on the worker's life outside the workplace. The WCB of Alberta determines the value of a non-economic loss payment at the medical plateau, when medical opinion indicates no further significant medical change is likely.

If the injury is a deteriorating condition, the non-economic loss payment is assessed when the condition first stabilizes, and may be periodically reassessed as the condition deteriorates.

For 2025, the minimum NELP is set at \$2,176.42 and the maximum payment is \$108,820.91.

2025 permanent disability compensation

Type of indemnity	Minimum	Maximum amount
Economic loss (per month)	\$2,141.72	\$5,849.81
Non-economic loss (lump sum)	\$2,176.42	\$108,820.91

Assistance while recovering from serious injuries

While recovering from a serious injury, a worker who is unable to perform household tasks may receive assistance and compensation for home help services, such as:

- Housekeeping
- Personal care
- Large tasks outside the home (e.g. lawn care, cleaning eaves troughs, snow shovelling)

Two benefit levels are payable, depending on the severity of the worker's condition. Maximum payable benefits:

- Level 1: \$273.43 per month
- Level 2: \$2,502.20 per year



A CLOSER LOOK AT GROUP INSURANCE

Work-related injury: What about disability insurance?

When a person sustains a work injury and the employer provides a disability insurance plan, who pays the indemnities: WCB of Alberta or the private plan? It could be both. First the WCB of Alberta assesses the claim. It pays the indemnities set out in law. The private plan may supplement the basic coverage.

In other words, the WCB of Alberta is the first payor and the private insurance company is the second payor. The insurer calculates benefits taking into account the amounts paid by the public plan. This is called "coordination of benefits." It reflects a central principle of insurance: Combined benefits should not exceed the amount of income the person earned before disability. Coordination also applies to other benefits such as those for rehabilitation treatments or drugs that may be covered by a group insurance plan.

Death benefits

Survivor benefits may be available to the dependent spouse and children of a worker who dies as the result of a work-related accident. Amounts and payment details are set out in the Alberta *Workers' Compensation Act* and are reviewed annually. They may differ depending on when the accident occurred.

Fatality and survivor benefits

Dependent spouses and children of a worker whose death was caused by an occupational illness or injury may receive benefits.

In the case of accidents and illnesses that occurred before August 31, 2018, the total benefits paid for all dependents equals 90% of the deceased person's net earnings at the time the injury occurred.

Duration of benefits according to dependent status

Survivors	Duration
Dependent spouse who:	
Has dependent children	Until all children are no longer dependent on the spouse namely until the first of the following events: <ul style="list-style-type: none">• When they turn age 18• Until age 25, if they are full-time students
Does not have dependent children and is able to work	At the latest, 5 years after the death or until the spouse: <ul style="list-style-type: none">• Is gainfully employed or• Refuses to find employment An extension may be granted if the person is taking advantage of vocational services.
Is incapable of working	As long as the disability lasts
Dependent children (the deceased did not have a spouse)	The amount that would have been payable to the spouse is divided equally and paid into separate trusts until the children are no longer considered as dependents.

Notes: The WCB of Alberta may pay additional amounts to dependants if necessary due to illness.

Funeral expenses

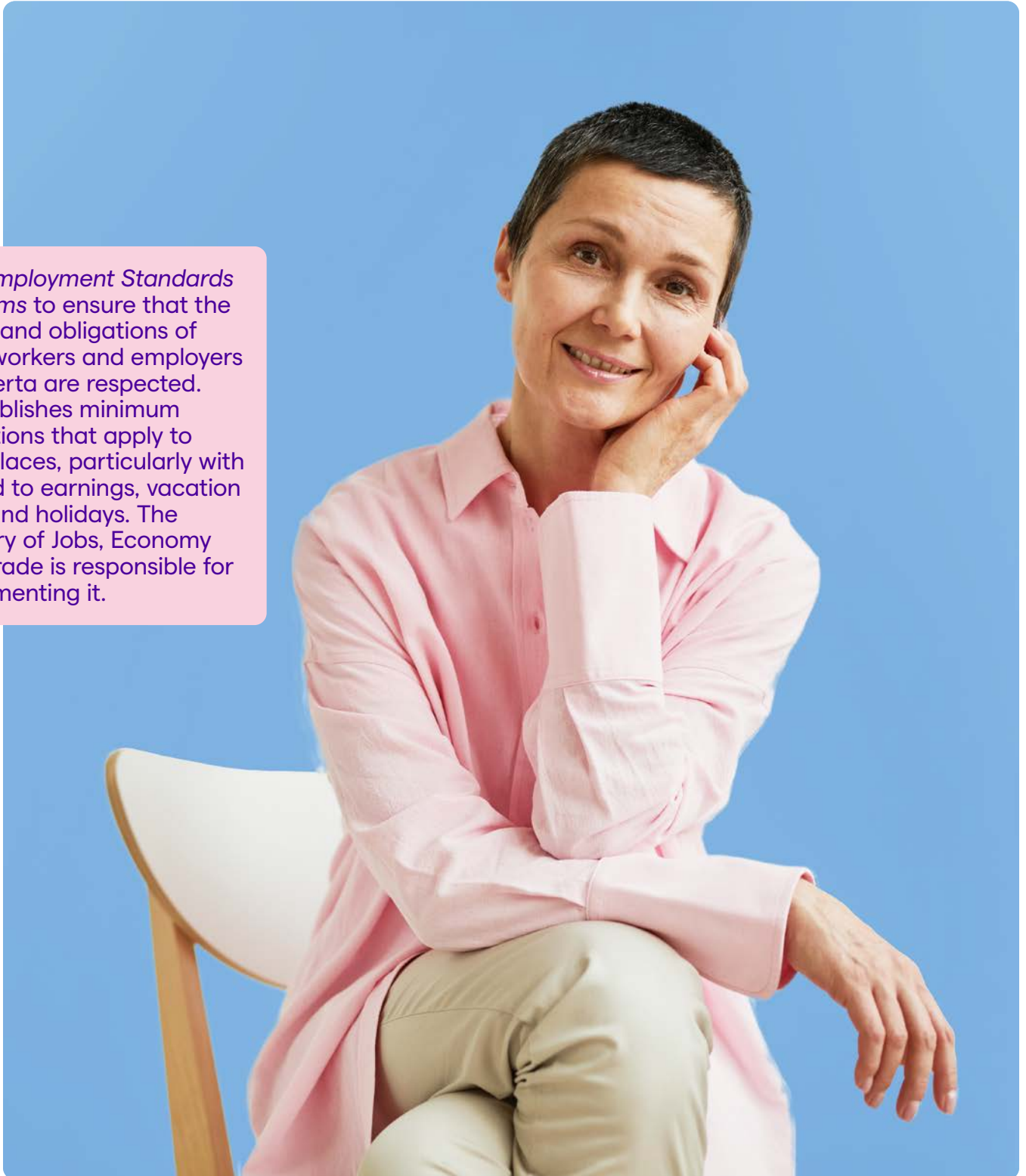
The WCB of Alberta pays a lump sum of \$2,609.58 to the surviving spouse and dependent children to cover expenses related to the worker's death. It also covers funeral expenses, up to \$17,200.

Additional information

[Workers' Compensation Board](#)

05. Employment Standards Act

The *Employment Standards Act* aims to ensure that the rights and obligations of both workers and employers in Alberta are respected. It establishes minimum conditions that apply to workplaces, particularly with regard to earnings, vacation time and holidays. The Ministry of Jobs, Economy and Trade is responsible for implementing it.



Absences

Workers are entitled to certain leaves from work without jeopardizing their employment. The following table gives an overview of allowable leaves, maximum length and entitlement conditions. Unless otherwise indicated, these are unpaid leaves.

Job-protected leaves

Type of leave	Maximum length	Eligibility
Personal and family responsibility leave	5 days per calendar year	Employees with at least 90 days of service with the same employer
Bereavement leave Death of a family member	3 days per calendar year	Employees with at least 90 days of service with the same employer
Compassionate care leave A gravely ill family member who is at significant risk of dying within 26 months	27 weeks per calendar year	Employees with at least 90 days of service with the same employer Provide a medical certificate confirming the illness and the risk of death within 26 weeks
Critical illness leave Critically ill family member	Per 52-week period <ul style="list-style-type: none"> • Sick child: 36 weeks • Sick adult: 16 weeks Leave may be taken in more than one period, but each period has to be at least one week long	Employees with at least 90 days of service with the same employer Provide a medical certificate
Long-term illness and injury leave	16 weeks per calendar year	Employees with at least 90 days of service with the same employer Provide a medical certificate
Death or disappearance of child leave	Disappearance: 14 days after the child is found alive or up to 52 weeks Death: 104 weeks	Employees with at least 90 days of service with the same employer Provide reasonable proof of the circumstances
Family violence	10 days per calendar year	Employees with at least 90 days of service with the same employer
Maternity leave Biological mother	16 weeks	Employees with at least 90 days of service with the same employer Leave can start any time within the 13 weeks leading up to the estimated due date
Birth or adoption <ul style="list-style-type: none"> • The birth mother, immediately following maternity leave • The other parent • Adoptive parents 	62 weeks	Employees with at least 90 days of service with the same employer Leave must be completed within 78 weeks of the birth or day the child comes into the care of the employee Parental leave may be shared between the parents

Note: The Code provides for other job-protected leaves, including for reservists.

Annual vacation

Employees with one year of service are entitled to vacation time. The number of vacation weeks and vacation pay are based on seniority.

- **1 to 4 years of service:** 2 weeks of vacation and 4% of gross earnings
- **As of the 5th year of service:** 3 weeks of vacation and 6% of gross earnings

Minimum wage

Type of employee	Minimum wage
General	\$15/hour
Child under age 18	\$13/hour
Sales persons (including land agents and certain professionals)	\$598/week
Homeworkers	\$2,848/month

Standard work week

A standard work week is 44 hours. The standard work week is used to determine at what point workers begin to do overtime, in which case the regular rate must be increased by 50% (time-and-a-half). Some exceptions are provided for under the law.

General holidays

On statutory holidays, most employees are entitled to paid time off. If they work on a statutory holiday, they are paid in one of the following ways:

- Hours worked x hourly wage x 1.5 + average daily wage
- Hours worked x hourly wage + future day off at average daily wage

Employees are entitled to general holiday pay if they have worked for the same employer for at least 30 workdays in the 12 months prior to the holiday.

Additional information

[Alberta employment standards](#)

FEDERAL PLAN

06. Old Age Security Act

The Old Age Security plan is an essential piece of Canada's public pension system. It provides citizens with a basic income when they reach retirement age. The benefits include a basic pension for people age 65 and over as well as a Guaranteed Income Supplement (GIS) for low-income seniors. Allowances are also available for people age 60 to 64 whose spouse receives the GIS or is deceased.



Eligibility

The *Old Age Security Act* includes four benefits aimed at specific segments of the population, based on financial and conjugal situations. Entitlement is based on the eligibility conditions indicated below.

Type of benefits	Eligibility
Old Age Security Pension 	<ul style="list-style-type: none"> • Be age 65 or older • Be a Canadian citizen or have legal resident status when the application for the pension is approved • Must have resided in Canada for at least 10 years since age 18 Other criteria apply to eligible individuals who reside outside of Canada.
Guaranteed Income Supplement (GIS) Provides additional income to low-income seniors living in Canada	<ul style="list-style-type: none"> • Receive the OAS pension • Be a Canadian citizen or have legal resident status • Live in Canada • Have an income below the maximum annual income threshold for GIS (see the table on the next page)
Allowance Offered to low-income seniors	<ul style="list-style-type: none"> • Must be the spouse of a person who receives the GIS • Must be age 60 to 64 • Be a Canadian citizen or have legal resident status • Must have lived in Canada for at least 10 years since age 18 • Report a combined (for the couple) annual income below the maximum annual income threshold for the Allowance
Allowance for the Survivor Additional income for low-income seniors	<ul style="list-style-type: none"> • Had a spouse who has died, and has not remarried or lived in a common-law union within 12 months since the death • Must be age 60 to 64 • Be a Canadian citizen or have legal resident status • Must have lived in Canada for at least 10 years since age 18 • Report an annual income below the maximum annual income threshold for the Allowance for the Survivor

Payment amounts

Old Age Security payments are revised on a quarterly basis (January, April, July and October) to reflect the cost-of-living increase as determined by the Consumer Price Index.

Maximum payments and income thresholds – January to March 2025

Situation	Maximum amount ¹	Income level cut-off ²	Income level cut-off for top-ups
Old Age Security pension (OAS)^{3, 4}			
Age 65 to 74	\$727.67	\$148,451	n/a
Age 75 or over	\$800.44	\$154,196	n/a
Guaranteed Income Supplement (GIS)			
Single, widowed or divorced	\$1,086.88	\$22,056	\$10,112
Spouse/common-law partner of someone who:			
Does not receive the OAS pension	\$1,086.88	\$52,848	\$20,224
Receives the OAS pension	\$654.23	\$29,136	\$8,608
Receives the Allowance	\$654.23	\$40,800	\$8,608
Allowance⁴	\$1,381.90	\$40,800	\$8,608
Allowance for the Survivor	\$1,647.34	\$29,712	\$10,112

1. The maximum amount includes top-ups to the Guaranteed Income Supplement and Allowances.

2. The income level cut-offs do not include the OAS pension, the first \$5,000 of employment or self-employment income and 50% of employment or self-employment income between \$5,000 and \$15,000.

3. The OAS pension repayment range in 2025 is for net world income, from \$93,454 to \$151,668 including OAS, for individuals age 65 to 74. For those age 75 and over, the upper threshold is \$157,490.

4. Individuals can defer receiving the OAS pension beyond age 65 in exchange for a higher pension. The monthly OAS pension is increased by 0.6% for every month it is delayed up to a maximum of 36% at age 70.

Additional information

[Public pensions](#)

FEDERAL PLAN

07. Canada Pension Plan

The Canada Pension Plan (CPP) retirement pension is a taxable monthly benefit that provides partial income replacement upon retirement. Those who qualify receive the CPP retirement pension for the rest of their lives.



Eligibility

For entitlement to benefits from the CPP, applicants must:

- Be at least 60 years old
- Have made at least one valid contribution to the CPP

Contributions

Every person over the age of 18 who works in Canada and earns more than \$3,500 per year must contribute to the CPP. Employees pay half the required contributions and their employer pays the other half. Those who are self-employed pay 100% of the contribution.

At age 70, workers no longer contribute to the CPP, even if they are still working.

The contribution amount is based on employment income. The contribution rate is indexed on January 1 of each year.

2025 CPP contributions

Contributions	
Maximum annual pensionable earnings	\$71,300
Additional maximum annual pensionable earnings (CPP2) ^{NEW}	\$81,200
Basic exemption	\$3,500
Contribution rate	
Employees and employers	5.95%
Self-employed workers	11.90%
Contribution rate – second additional contribution (CPP2)	
Employees and employers	4%
Self-employed workers	8%
Maximum contribution	
Employees and employers	\$4,034.10
Self-employed workers	\$8,068.20
Maximum contribution – second additional contribution (CPP2)	
Employees and employers	\$396
Self-employed workers	\$792



Mei-Lin, financial advisor

Age	36
Annual income	\$75,000
Objectives	<ul style="list-style-type: none"> Understand the impact of changes to the Canada Pension Plan (CPP) on her contributions and net salary. Adjust her budget based on the new contributions while advising her clients on these changes.

Since January 1, 2024, the Canada Pension Plan (CPP) has been revised with the introduction of a second earnings ceiling. Mei-Lin recognizes that she'll have to contribute more, but she wants to grasp the full impact on her net salary and be prepared for any financial changes. This will not only help her optimize her personal budget, but also enable her to offer more informed advice to her clients on specific financial decisions.

The game plan

To gain a clearer understanding of the impact of these new rules, Mei-Lin examines the changes that will take effect in 2025.

First earnings ceiling: \$68,500

Mei-Lin continues to contribute at the standard rate on her income up to the previous threshold, with no significant changes compared to previous years.

Second earnings ceiling: \$68,500 to \$73,200

A new 4% contribution applies to earnings between \$68,500 and \$73,200. Since Mei-Lin earns \$75,000, she is impacted and must contribute 4% on an additional \$4,700.

Calculation: 4% of \$4,700 = \$188 in additional contributions for 2025.

Total contributions for 2025

Compared to 2023, Mei-Lin will pay approximately \$300 more in CPP contributions, which includes the standard annual increase as well as the new contribution threshold.

The result

Although the increase is relatively modest, Mei-Lin must adjust her budget to accommodate the additional \$300 in contributions for 2025. She adjusts her finances to account for the \$300 in additional contributions for 2025.

As a financial advisor, she also informs her clients about the upcoming changes and their potential impact on their income. She uses the [Canada Revenue Agency \(CRA\)](#) online tools to track her contributions.

Benefits

The standard age to start collecting CPP benefits is 65. Workers, however, can take a permanently reduced pension as early as age 60.

Contributions entitle workers to the following benefits:

- Retirement pension
- Post-retirement benefit
- Disability benefits
- Survivor benefit

The CPP allows pension splitting for married or common-law couples and credit splitting for divorced or separated couples under certain conditions.

A contributor who wishes to receive benefits must submit an application.

CPP benefits as of January 2025¹


Type of benefits	Maximum monthly amounts		
	Portion based on standard rate	Portion based on earnings	Total
Retirement and post-retirement pensions			
Retirement pension (at age 65)	n/a	\$1,433	\$1,433
Post-retirement pension (at age 65)	n/a	\$47.82	\$47.82
Disability pension			
Disability pension	\$598.49	\$1,074.75	\$1,673.24
Post-retirement disability benefit	\$598.49	n/a	\$598.49
Survivor's pension			
Survivor's pension – under age 65	\$233.50	\$537.38	\$770.88
Survivor's pension – age 65 and over	n/a	\$859.80	\$859.80
Children's benefits			
Children of disabled CPP contributor	\$301.77	n/a	\$301.77
Children of deceased CPP contributor	\$301.77	n/a	\$301.77
Death benefit (one-time payment)			
Combined benefits	\$2,500	n/a	\$2,500
Survivor/Retirement pension (at age 65)	n/a	\$1,449.53	\$1,449.53
Children of CPP contributor	n/a	\$1,683.57	\$1,683.57

1. The amounts shown in this table are maximum amounts for new CPP benefits beginning in January 2024. They are enhanced each month (monthly data available at [Statistics on CPP monthly maximum amounts for new benefits](#)).

Additional information

[Canada Pension Plan](#)

08. Alberta Health Care Insurance Plan



The Alberta Health Care Insurance Plan (AHCIP) allows citizens to access health care at no charge. A person who presents a valid health insurance card in an establishment that is part of the public health network is entitled to receive covered medical care and basic hospital services without having to pay out of pocket.

Eligibility

Residents must be registered with the Alberta Health Care Insurance Plan to have coverage. It begins once an application has been approved. Insureds receive a personal health card, which provides access to services covered under the public healthcare plan.

To be eligible for plan coverage, applicants and their dependents must:

- Be legally entitled to be or to remain in Canada and make their permanent home in Alberta
- Be committed to being physically present in Alberta for at least 183 days in a 12-month period
- Not be claiming residency or obtaining benefits under a claim of residency in another province, territory or country



A CLOSER LOOK AT GROUP INSURANCE

Group insurance: Stand out as an employer

The current labour shortage is causing problems for many employers and there is strong competition to attract and retain talent. Organizations attempt to increase their pool of choice candidates by devising original strategies. Those who offer a comprehensive benefits plan have an edge on the competition. Access to generous health insurance coverage is number one on the list of items likely to tip the scales in their favour.

Job candidates are looking for benefits such as only having to pay a fraction of the fees for physiotherapy, acupuncture or occupational therapy; obtaining medical imaging appointments more rapidly; consulting a psychologist through an employees' assistance program or paying a portion of healthcare costs with a health spending account. Plus a labour force that is healthy is a valuable asset for an employer.

Care and services covered

Care or services	Terms
Medical services	<ul style="list-style-type: none"> • Medically required services provided by a physician • Psychiatrist visits • Medically required diagnostic services including laboratory and radiological procedures • Bariatric surgery (under certain conditions) • Breast augmentation and mastectomy for transgender surgery (subject to certain conditions and approval)
Hospital services	<ul style="list-style-type: none"> • Accommodation and meals in a standard ward • Nursing services • Diagnostic services • Routine surgical equipment and supplies • Inter-facility transfer in Alberta by ambulance
Optometry (vision care)	<ul style="list-style-type: none"> • 1 complete eye exam for children age 18 and under, and seniors age 65 and older per benefit year (July 1 to June 30) • Full coverage for some specific medical conditions treated by optometrists • Based on their income, seniors may be eligible for extended coverage under the Dental and Optical Assistance for Seniors Program
Podiatry (foot care)	Partial coverage for some podiatry services under the basic podiatry program, up to \$250 per benefit year (July 1 to June 30)
Dental care	<ul style="list-style-type: none"> • Medically necessary oral and maxillofacial surgical services • Based on their income, seniors may be eligible for extended coverage under the Dental and Optical Assistance for Seniors Program

Medical Equipment and supplies

The Alberta Aids to Daily Living (AADL) program provides coverage for a variety of medical equipment and supplies required as a result of an assessment and prescribed by a health professional.

AADL is a cost-share program. Individuals who have an Alberta Health Care Insurance Plan card and need assistance due to a long-term disability or chronic illness or those who are terminally ill pay 25% of the cost of covered equipment or supplies, up to an annual maximum of \$500 per individual, per family.

Benefits provided through AADL include:

- Prostheses
- Hearing aids and FM systems
- Burn garments
- Compression stockings and garments
- Custom-made footwear
- Custom-made ocular prostheses
- Homecare beds and accessories
- Laryngectomy equipment and supplies
- Ostomy supplies
- Oxygen and respiratory equipment and supplies
- Walkers and walking aids
- Wheelchairs – manual and power

[More information on covered services and care](#)

Non-group coverage

Alberta citizens under age 65 who are not covered by a group insurance plan or a public plan may opt for non-group coverage. They must pay a monthly premium based on single or family coverage.

Low-income people may apply for a premium subsidy.

To be eligible, their income level must be lower than the following amounts:

- Single persons: \$20,970
- Couple: \$33,240
- Family with children: \$39,250

Non-group coverage provides benefits for various basic health care and supplies, including prescription drugs.

Monthly premiums based on the coverage requested and income level

Premium	Single person	Family
Full premium	\$63.50	\$118
Subsidized premium	\$44.45	\$82.60

Care and services covered

Care or services	Coverage
Diabetes	<p>Supplies for managing diabetes up to a maximum of the following amounts each benefit year depending on the management method (from July 1 to June 30):</p> <ul style="list-style-type: none"> • Patients using insulin: \$2,400 • Patients treated with diabetes medications with high risk of hypoglycemia: \$320 • Patients treated with diabetes medications with low risk of hypoglycemia: \$160 • Patients treated by diet or exercise or both: \$160 <p>Individuals in the low-income plans</p> <p>Blood glucose test strips for each benefit year up to a maximum of one of the following:</p> <ul style="list-style-type: none"> • Patients using insulin: 3,000 strips • Patients treated with diabetes medications with high risk of hypoglycemia: 400 strips • Patients treated with diabetes medications with low risk of hypoglycemia: 200 strips • Patients treated by diet or exercise or both: 200 strips

Care and services covered (cont.)

Care or services	Coverage
Ambulance services	<p>Ambulance services up to a maximum of the following amounts:</p> <ul style="list-style-type: none"> • Services if a patient is not transported: \$250 • If a patient is transported: \$385 <p>In the event of illness or injury, patients must be transported by ground ambulance services to the most appropriate healthcare facility.</p>
Clinical psychological treatment	\$60 per visit, up to a maximum of \$300 per family per benefit year
Home nursing care	<p>Nursing care provided in the patient's home by written order of a physician:</p> <p>\$200 per family per benefit year.</p>
Prosthetic and orthotic benefits	<p>25% of the maximum allowable amount for items included on the benefit list including:</p> <ul style="list-style-type: none"> • Artificial eyes • Prosthetic devices • Orthopedic devices required for 6 months or more • Breast prostheses following a mastectomy
Hospital accommodation	The difference in cost for a private or semi-private hospital room

Services covered outside Alberta

Individuals with a valid Health Insurance card may be covered by the public plan when they are outside Alberta. If they need care or services in other Canadian provinces or territories, they can show their card to be covered for the same services as in Alberta.

Notes: Alberta has signed reciprocity agreements with all provinces and territories except Quebec for insured physician services. Those who visit a physician in Quebec may have to pay upfront. In this case, a receipt can be submitted to AHCIP for reimbursement.

AHCIP may cover care or services to individuals travelling outside of Canada. There is coverage for treatment or services that are medically necessary due to unexpected and acute illness, disease or injury. Eligible expenses are covered only for the amounts that equivalent services would be covered for in Alberta.



A CLOSER LOOK AT GROUP INSURANCE

Business travel, expatriates, inpatriates, international offices: Specialized products for every situation

The operations of many organizations have an international dimension these days from companies that open offices on another continent to organizations whose employees visit clients or partners around the globe as well as those who hire foreign workers.

In some countries, expenses for obtaining health care greatly exceed those covered by the public health insurance plan in the event of an emergency. Here, many categories of workers from other countries simply don't have access to public plans.

That's why there is an array of products for covering employees in all sorts of situations of international migration, such as:

- Health insurance for inpatriates who are not eligible for their employer's plan or for public plans in Canada
- Travel and trip cancellation insurance, including certain products that include coverage in the event of war or for workers whose occupation involves higher risks
- Insurance plans for expatriates, for Canadian employees who work abroad

These products offer comprehensive and specialized coverage and include a multilingual service available 24/7.

09. Prescription drug insurance

The Alberta Health Care Insurance Plan provides coverage for prescription drugs for seniors age 65 and over. Approximately **5,000 products** are covered.

The dispensing fee and ingredient cost are subject to a maximum reimbursement amount established by the government.



Overview of prescription drug insurance programs

Program	Monthly premium	Coverage
Prescription drug insurance plan for people age 65 and over	n/a	
Non-group coverage	Individual: \$63.50 Family: \$118 Subsidized premium Individual: \$44.45 Family: \$82.60	30% of the cost of eligible drugs, up to a maximum of \$25 per prescription drug

Other more specialized programs are also available in certain circumstances:

- Outpatient Cancer Drug Benefit Program
- Specialized High Cost Drug Program
- Insulin Pump Therapy Program (type 1 or 3c diabetes)

Additional information

[Alberta Health Care Insurance Plan](#)

FEDERAL PLAN

10. Dental care

The federal government has introduced a plan to provide all citizens with affordable access to oral care. This plan is designed to help people who are not covered by private insurance.



Eligibility

To qualify for the Canadian Dental Care Plan, applicants must:

- Be a resident of Canada for tax purposes
- Not have access to any private dental care insurance
- Have an adjusted family net income of less than \$90,000
- Have filed an income tax report for the previous year

Care and services covered

The purpose of the covered services and care is to treat dental issues and maintain healthy teeth and gums. Examples include:

- Preventive services, including scaling (cleaning), polishing, sealants and fluoride
- Diagnostic services, including examinations and X-rays
- Restorative services, including fillings
- Endodontic services, including root canal treatments
- Prosthodontic services, including complete dentures and partial removable dentures
- Periodontal services, including deep scaling
- Oral surgery services, including extractions

Reimbursement amounts

The Canadian Dental Care Plan has established the percentage of expenses that will be reimbursed. Some individuals may have to pay a co-payment, which is the percentage of fees that are not covered and must be paid to the dental care service provider. This co-payment is based on adjusted family net income according to the parameters indicated in the table below.

Co-payments based on adjusted family net income

Family income	Portion covered by the Plan ¹	Portion paid by patients
Less than \$70,000	100%	0%
\$70,000 to \$79,999	60%	40%
\$80,000 to \$89,999	40%	60%

1. Care and services are covered up to the maximum established by Canadian Dental Care Plan fees. Any expenses that exceed the plan fees must be assumed by patients.

Additional information

[Canadian Dental Care Plan](#)

11. Income Support



The Government of Alberta provides financial support to help low-income residents meet their basic needs. It also offers services to encourage them to engage in activities to enter the labour market and achieve social and financial self-sufficiency.

Benefits

This support is paid as a monthly core benefit, the amount of which is based on three components:

- **Core essential** benefit – Amount intended to cover basic needs such as food, clothing, household supplies, personal needs, transportation and telephone line.
- **Core shelter** benefit – Amount based on the type of housing and intended to cover rent, utilities (except electricity), municipal taxes, repairs, insurance, etc.
- **Actual electricity costs benefit** – Amount for clients residing in social housing. This amount cannot exceed private housing rates in effect.

Other financial assistance may be available depending on the individual's situation, such as for utilities, special care or school-related expenses.

Benefits overview

Benefits for expected-to-work clients, effective January 1, 2025

Household composition	Core essential	Core shelter			Total core benefits		
		Family	Social housing	Private housing	Family	Social housing	Private housing
Single adult without children	\$469	\$118	\$137	\$373	\$587	\$606	\$842
Single adult with:							
1 child	\$694	\$118	\$240	\$631	\$812	\$934	\$1,325
2 children	\$807	\$118	\$294	\$653	\$925	\$1,101	\$1,460
3 children	\$920	\$118	\$360	\$676	\$1,038	\$1,280	\$1,596
4 children	\$1,033	\$118	\$426	\$699	\$1,151	\$1,459	\$1,732
5 children	\$1,145	\$118	\$494	\$723	\$1,263	\$1,639	\$1,868
6 children	\$1,258	\$118	\$560	\$745	\$1,376	\$1,818	\$2,003
Couple with no children	\$757	\$118	\$219	\$504	\$875	\$976	\$1,261
Couple with:							
1 child	\$983	\$118	\$296	\$665	\$1,101	\$1,279	\$1,648
2 children	\$1,095	\$118	\$360	\$687	\$1,213	\$1,455	\$1,782
3 children	\$1,208	\$118	\$426	\$698	\$1,326	\$1,634	\$1,906
4 children	\$1,320	\$118	\$494	\$722	\$1,438	\$1,814	\$2,042
5 children	\$1,434	\$118	\$560	\$744	\$1,552	\$1,994	\$2,178
6 children	\$1,546	\$118	\$628	\$767	\$1,664	\$2,174	\$2,313
Each additional child	\$114	\$0	\$0	\$25	\$114	\$114	\$139
Each child age 18-19 in school	\$233	\$0	\$0	\$0	\$233	\$233	\$233

Benefits for barriers-to-full-employment clients, effective January 1, 2025

Family situation	Core essential	Core shelter			Total core benefits		
		Family	Social housing	Private housing	Family	Social housing	Private housing
Single adult without children	\$606	\$118	\$137	\$373	\$724	\$743	\$979
Single adult with:							
1 child	\$832	\$118	\$240	\$631	\$950	\$1,072	\$1,463
2 children	\$944	\$118	\$294	\$653	\$1,062	\$1,238	\$1,597
3 children	\$1,057	\$118	\$360	\$676	\$1,175	\$1,417	\$1,733
4 children	\$1,169	\$118	\$426	\$699	\$1,287	\$1,595	\$1,868
5 children	\$1,283	\$118	\$494	\$723	\$1,401	\$1,777	\$2,006
6 children	\$1,395	\$118	\$560	\$745	\$1,513	\$1,955	\$2,140
Couple with no children	\$961	\$118	\$219	\$504	\$1,079	\$1,180	\$1,465
Couple with:							
1 child	\$1,187	\$118	\$296	\$665	\$1,305	\$1,483	\$1,852
2 children	\$1,299	\$118	\$360	\$687	\$1,417	\$1,659	\$1,986
3 children	\$1,412	\$118	\$426	\$698	\$1,530	\$1,838	\$2,110
4 children	\$1,524	\$118	\$494	\$722	\$1,642	\$2,018	\$2,246
5 children	\$1,638	\$118	\$560	\$744	\$1,756	\$2,198	\$2,382
6 children	\$1,750	\$118	\$628	\$767	\$1,868	\$2,378	\$2,517
Each additional child	\$114	\$0	\$0	\$25	\$114	\$114	\$139
Each child age 18-19 in school	\$233	\$0	\$0	\$0	\$233	\$233	\$233

Earnings exemption

Income Support recipients can increase their total monthly income by working. They keep all of their wages, and only a portion of their earnings is taken into account when their income support benefits are calculated.

Calculating exemptions based on family situation

Recipient	Net income exemption
Single parents	\$230 + 25% of any amount exceeding \$230
Couples	\$115 + 25% of any amount exceeding \$115
Single person	\$230 + 25% of any amount exceeding \$230
Dependent children attending school	Net employment income is 100% exempt
Dependent children not attending school	\$350 + 25% of any amount exceeding \$350

Employment services and financial assistance in case of illness or disability

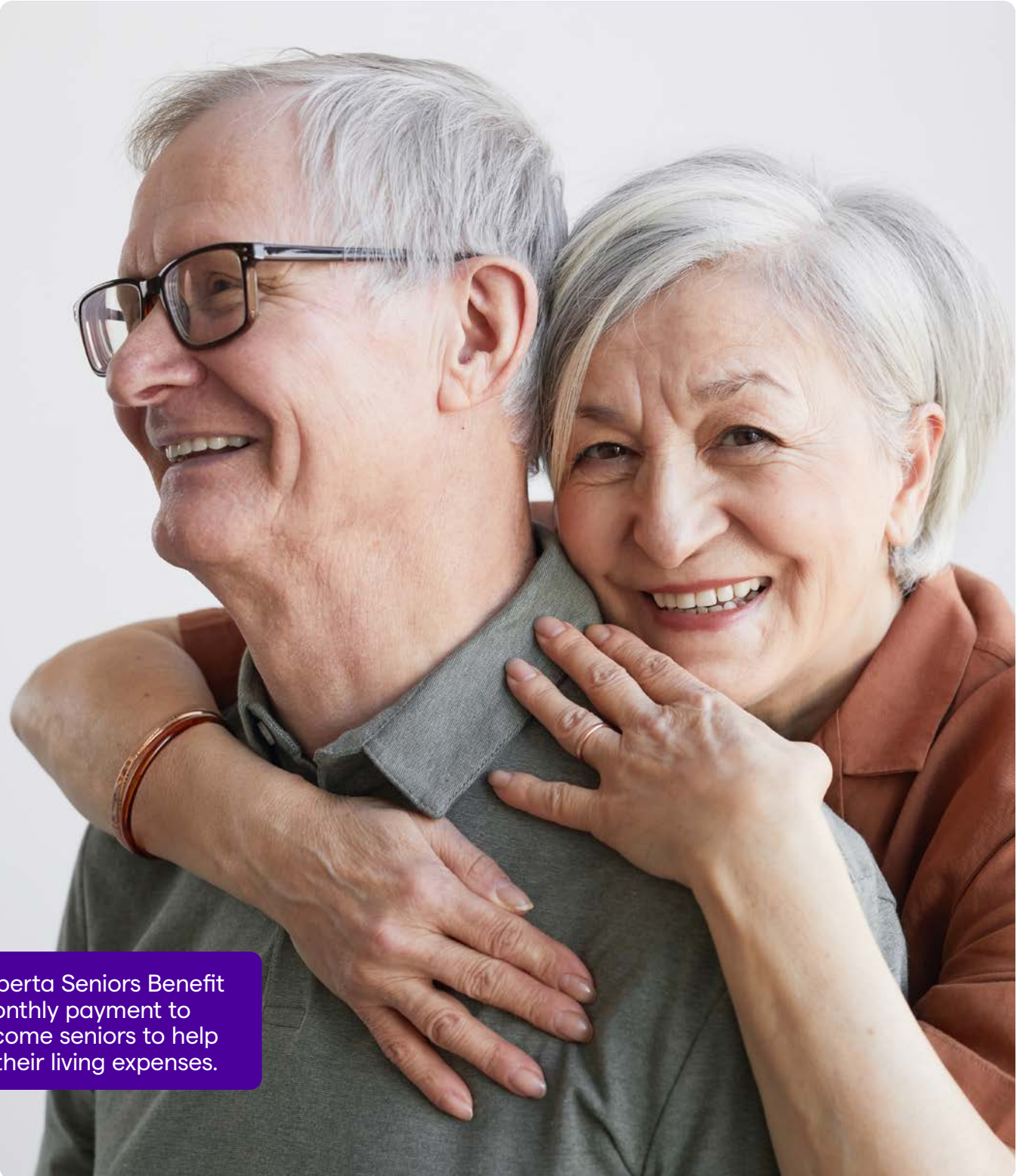
The Government of Alberta provides additional assistance for individuals or families with special needs, particularly in the case of illness or disability. In addition, it provides assistance to employable individuals to help them enter the job market, find work and stay employed.

Additional information

[Community and Social Services](#)

PROVINCIAL PLAN

12. Alberta Seniors Benefit



The Alberta Seniors Benefit is a monthly payment to low-income seniors to help cover their living expenses.

Eligibility

To be eligible for the Alberta Seniors Benefit, applicants must:

- Be a Canadian citizen or permanent resident
- Be age 65 or older (benefits may start the month of their 65th birthday)
- Have lived in Alberta for at least three months immediately before applying
- Receive the OAS pension from the Government of Canada
- Meet the financial eligibility criteria

Calculating benefits

The benefit is based on the total income of the individual or couple for the calendar year preceding the year of application. Seniors with an annual income of \$33,410 or less and couples with a combined annual income of \$54,640 or less are generally eligible.

In addition to income, other criteria are used to calculate the amount paid, such as:

- Accommodation category
- Marital/cohabitation status

Maximum annual amounts

Marital status and accommodation category	Maximum benefits
Homeowner, renter, lodge resident	
Single person	\$3,868
Couple	\$5,801
Continuing care home	
Single person	\$12,388
Couple	\$16,256
Other residence categories	
Single person	\$2,695
Couple	\$5,388

Accommodation benefit

Eligible seniors who reside in a continuing care home may receive monthly top-up assistance combined with the Alberta Seniors Benefit.

Additional information

[Alberta Seniors Benefit](#)

13. Tax impact of group insurance

Providing a group insurance plan has tax implications for both employers and employees.



Tax deductible expenses for the employer

Insofar as the group insurance plan complies with the provisions of the *Taxation Act* and its regulations, all related costs are tax-deductible for the employer.

Benefits taxable for employees

When the employer assumes the expenses for certain benefits, this contribution, including the sales tax, are considered taxable benefits for employees. These benefits are added to their income and indirectly create tax.

For the employer, these taxable benefits increase the total payroll and, as a result, increase the contributions it must pay to finance various governmental programs such as the WCB of Alberta, Employment Insurance, etc.

Fiscal impact of coverage included in group insurance plans

Coverage whose premiums are paid by the employer	Benefits taxable for the employee
Life	Yes
Accidental death and dismemberment due to accident or illness	Yes
Critical illness	Yes
Disability insurance	No
Health	No
Dental care	No

Specifics regarding disability insurance

Disability insurance benefits may be taxable or non-taxable, depending on who pays the premium and how it is processed.

Non-taxable benefits

Benefits paid to employees are non-taxable if one of the following conditions is met:

- The employees pay 100% of the premium.
- The employer pays the premium but adds it to the employees' salary as a taxable benefit.

The disability insurance premiums paid by employees are eligible for a deduction on their tax returns.

Taxable benefits

Benefits received will be taxable if the employer pays all or part of the premium without adding it to the employees' income.

Taxing of disability insurance benefits based on premium payment

Who pays the insurance premium?	Fiscal impact on benefits
Employees pay 100% of the premium	Non-taxable
Employer pays 100% of the premium but adds it to the employees' taxable salary	Non-taxable
Employer pays all or part of the premium without adding it to the taxable salary	Taxable