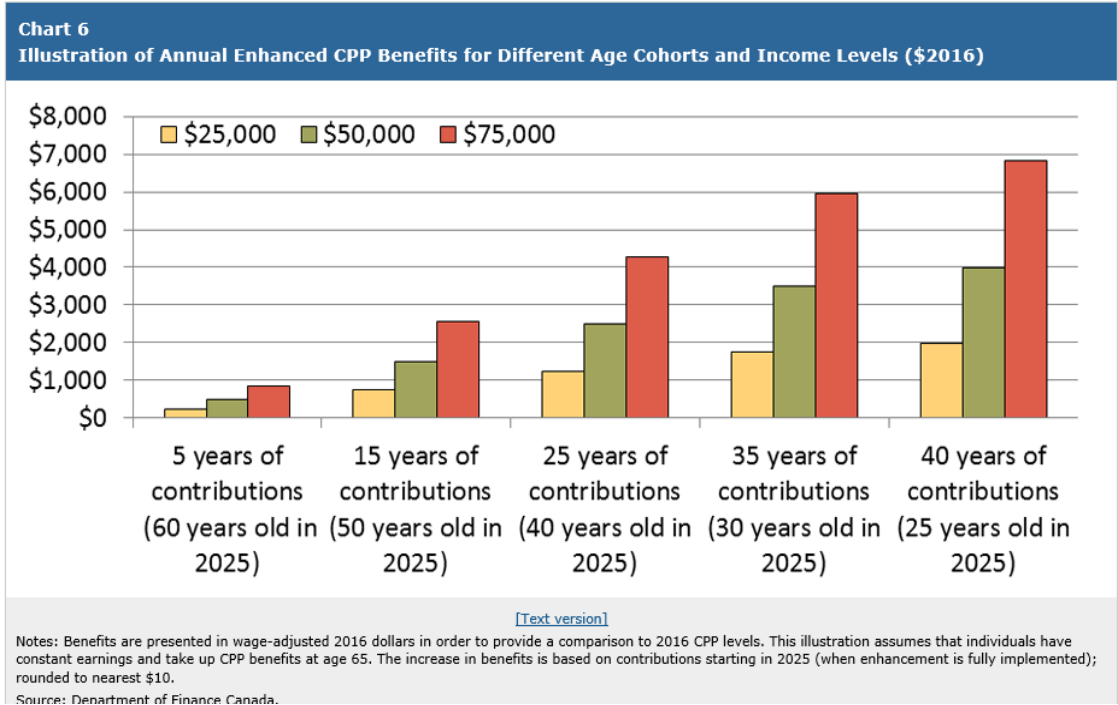


CPP/QPP Enhancement

As of **January 2019**, the total employee and employer CPP/QPP contribution increase will be gradually phased in over a seven-year period. The rate will increase progressively until it reaches two per cent per year (one per cent per employee and one percent employer contributions.)

HR Reporter September 2018



Enhancing the CPP will provide more retirement income security to Canadians Improving the retirement income security of Canadians through the CPP offers a number of advantages:

- The CPP provides a secure, predictable benefit, which means that Canadians can worry less about outliving their savings, having their savings impacted by large negative market shocks, or the security of their savings through their workplace pension plan.
- CPP benefits are fully indexed to prices, which reduces the risk that inflation will gradually erode the purchasing power of retirement savings.
- The CPP is a good fit for Canada’s changing job market. It helps to fill the gap left by declining workplace pension coverage, and it is portable across jobs and provinces, which promotes labour mobility.
- The CPP is an efficient way to save. It is a large program with millions of contributors, which allows the CPP Investment Board to take advantage of economies of scale in order to deliver strong net returns.
- With the automatic collection of contributions for all workers, the CPP is a simple way to save.

In particular, an enhanced CPP is the right tool to improve the retirement income security of younger workers. As it would take roughly 40 years of contributions for a worker to fully accumulate an enhanced benefit, younger Canadians who are just entering the workforce would be the greatest beneficiaries of a CPP enhancement.

<https://www.canada.ca/en/services/benefits/publicpensions/cpp/cpp-enhancement.html>

THE
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Benefiting YOUR Business. Protecting YOUR People.

Are you prepared? **Employer Health Tax in BC begins January 2019**

The employer health tax will be an annual payroll tax that will apply to employers beginning January 2019.

Annual B.C. Payroll	Tax Calculation	Tax Payable	Tax as a % of Payroll
\$500,000 or less	\$0	\$0	0%
\$750,000	2.925% x (\$750,000 – \$500,000)	\$7,313	0.98%
\$1,000,000	2.925% x (\$1,000,000 - \$500,000)	\$14,625	1.46%
\$1,250,000	2.925% x (\$1,250,000 - \$500,000)	\$21,938	1.76%
\$1,500,000	2.925% x (\$1,500,000 – \$500,000)	\$29,250	1.95%
\$1,500,100	1.95% x (\$1,500,100)	\$29,252	1.95%
\$2,000,000	1.95% x (\$2,000,000)	\$39,000	1.95%

Have you done a budget estimate for this tax yet?
You will likely be very surprised!

Read the full Government Notice from the Ministry of Finance - Notice 2018-001 Issued July 2018
<https://www2.gov.bc.ca/assets/gov/taxes/employer-health-tax/notice-2018-001-employer-health-tax.pdf>

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EHT DETAILS

Employers with B.C. payroll over \$600,000 and charity and non-profit employers with B.C. payroll over \$1,600,000 at one location will be required to make quarterly instalment payments.

The instalment payment due dates are:

- June 15
- September 15
- December 15
- March 31 – Final payment with return

More details on how to register to pay employer health tax online will be available after the legislation is enacted in the fall of 2018.

• Issue: Fall 2018 •

Follow Us:

WorkSafe BC has important information regarding Cannabis in the Workplace.

WorkSafe BC is working closely with the provincial government and does not consider cannabis impairment in the workplace a new issue. The Occupation Health and Safety Regulation states: "Impairment by alcohol, drug or other substance..." so it is covered under the legislation at this time. However, they are consulting with other jurisdictions and provincial regulators and will keep monitoring to see if amendments are needed.

To read the full Cannabis & the Workplace article go to:
<https://www.worksafebc.com/en/resources/about-us/news-and-events/backgrounders/cannabis-workplace?lang=en>



**From the Government of BC
GET THE FACTS ...
GetCannabisClarity.ca**

Depression

Everyday life can bring feelings of sadness, loneliness or depression ... it is a normal reaction to living. However, if you are feeling overwhelmed and these feelings continue for extended periods of time you may need to seek medical help. Your doctor is the best place to start, tests can determine if your depression requires medical assistance and understanding the symptoms can be key to learning to cope!



HR Solutions:

There are many on-line sites, including the following ...

WEBMD <https://www.webmd.com/depression/guide/detecting-depression>

MDSCA <https://mdsc.ca/educate/what-is-depression/>

CAMH <https://www.camh.ca/en/health-info/mental-illness-and-addiction-index/depression>



Visit our YouTube channel and subscribe to current and timely information from David Rojas and other members of our team ...

ENCOMPASS Benefits & HR Solutions



Fall 2018 ENCOMPASS Scholarship Recipients

Congratulations to all of our 2018 recipients on their accomplishments ...

Julia Derksen – daughter of a Columbia Bible College employee.

Victor Penner – son of a Heritage Christian Online School employee.

Hailey Freathy - daughter of a Carson Air Ltd. employee.

Carly Poplichak – daughter of a VantageOne Financial Corp employee.

Anica Warkentine – daughter of a Canadian Conference of Mennonite Brethren Churches employee.

Chantel Rempel – daughter of an MB Mission employee.

Clare Schmidt – daughter of a Hytec (Kohler) employee.

Braydon White – son of an Anodyne Electronics employee.

Sam Bell – son of a Kelowna Christian Centre Society employee.

Jenna Peters – daughter of a MB Mission employee.

Anna Wright – daughter of a Bitfury employee.

Ashley Holyk – 100 Mile Library, Cariboo Regional District employee.

Heritage Christian School, Kelowna BC: Julia Poplawski

Immaculata Secondary School, Kelowna BC: Alliah Carpio and Rylan Cameron

We would like to wish all our recipients much success in their chosen fields and a happy and prosperous future.



Look for the 2019 applications in late October 2018

Living Waters – an amazing place!



Thank you
for helping
us build the
school!

Children love to learn and we continue to accept donations for books, school equipment and materials.

If you would like to donate towards this program go to
www.livingwatershighschool.com

For updates or to partner with us, please contact:
Cathleen at our office
250-763-6464

BLOG & NEWSLETTER

Keep current with news and articles on group benefits, pension, HR and industry trends. Sign up for our e-Newsletter and check us out at:
www.encompassbenefits.com

***Our Fall Breakfast
Education session at the
Kelowna Prestige Hotel is
next week, October 24th.***

***Don't Miss Out!
If you haven't already
confirmed your attendance
– let us know at
service@encompassbenefits.com***

*Our team of experts will
provide you with resources
and information to keep you
up-to-date from the Group
and HR Benefits perspective
that we strive to bring to all
of our clients!*

Topics: Marijuana
in the Workplace,
Fraud

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