

FINANCE DIVISION

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Memo

To: University Community

From: Aldo DiMarcantonio, Assistant Vice-President Finance & CFO
Sanish Samuel, University Comptroller
Ran Lewin, Director, Budgets & Planning

CC: Sue Bulof, Director, Payroll & HRIM
Stuart McLaughlan, HRIM Manager

Date: August 9, 2019

Subject: Standard Benefit Rates for Fiscal 2020-21

The University establishes standard benefit rates that factor in the cost of providing statutory, health, and pension benefits to each employee group. These benefits are paid centrally and the benefit rates are established to recover the cost of providing these benefits to each employee group.

Benefit rates are reviewed on a periodic basis. Changes in benefit rates may result from a variety of factors, such as:

- Any benefit enhancements/modifications brought about through renewed collective agreements
- Changes to the funded status of the pension plan, which impacts the University's required contributions

The attached schedule reflects the new benefit rates that will be in effect on May 1, 2020 for **Funds 100, 200, 300, and 600**. These rates will be updated in the budgeting system and the salary planning file. The reduced rates are primarily the result of achieving strong pension asset returns in recent years. (Please note that benefit rates for Funds 400 and 500 are charged based on actual costs).

Please direct any questions on these rates to:

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2020-21 Standard Benefit Rates (applicable for Funds 100, 200, 300, and 600)

Affiliation	2019-20 Rate	2020-21 Rate	Change	Affiliated Salary Plan(s)	Salary Plan Description(s)
YUFA / YUFA Exempt	21.0%	19.0%	-2%	UFA UFE UTV	York University Faculty Assoc York Univ Faculty Assoc-Exempt YUFA EX-True Visitor
OHFA	21.0%	19.0%	-2%	OSG OGE OGV	Osgoode Hall Law Association Osgoode Exempt Osg Hall Law-VisitingFTFaculty
CUPE3903 Unit 1	35.0%	32.0%	-3%	QU1	Cdn Union Of Public Emp 3903-1
CUPE3903 Unit 2	23.0%	22.0%	-1%	QU2	Cdn Union of Public Emp 3903-2
CUPE3903 Unit 3	80.0%	80.0%		QU3	Cdn Union of Public Emp 3903-3
CUPE3903 Unit 4	23.0%	23.0%		QU4	Cdn Union of Public Emp 3903-4
CUPE3903 Exempt	10.0%	10.0%		QUE	Cdn Union of Public Emp 3903-E
YUFA Retirees	8.0%	10.0%	2%	UFR	YUFA Retirees
Senior Executive	27.0%	25.0%	-2%	SRX	Senior Executives
CPM	27.0%	25.0%	-2%	CPM	Conf. Profes. & Managerial
YUSA	33.0%	31.0%	-2%	USA	York University Staff Assoc
YUSA 2	10.0%	10.0%		USP	YUSA 2 - Part time
YUSA 2 Casual/YUTA	10.0%	10.0%		USC	YUSA 2 - Casual
YUSA 3	33.0%	31.0%	-2%	US3	York Univ Staff Assoc-Unit 3
CUPE1356	36.0%	34.0%	-2%	CUP	CUPE 1356 Full-time
CUPE1356-1	29.0%	27.0%	-2%	CP2	CUPE 1356-1
CUPE1356-2	10.0%	10.0%		CU2	CUPE 1356 - 2 Part-time
Part-time 1356	10.0%	10.0%		CPT	CUPE 1356 Part-time
IUOE	26.5%	26.5%		IUO	Inter Union of Operating Engin
Post Doctoral Visitors	15.0%	15.0%		PDV	Post Doctoral Visitor
Post Doctoral Fellows	10.0%	10.0%		POS	Post Doctoral Fellows
Research Assistants	20.4%	20.4%		RAS	Research Assistant
Part-time Research Assistants	10.0%	10.0%		GSR	Graduate Research Assistant
Research Associates	23.5%	23.5%		RAC	Research Associates
YUELI	26.0%	25.0%	-1%	ULE	YUELI Contract Teachers
Part-time YUELI	10.0%	10.0%		ULP	YUELI Part-Time Instructor
Other Classifications	10.0%	10.0%		BAN CCN CCS CCY CNN CNY CRN CRT CRY CTC CTN CTY MIS PDP PGS SUM WSS YPC TCM OTH	Post Doctoral Fellows Banting Casual-Clerical non York stud Consultants Casual-Clerical York student Casual-Non-Clerk,non York stud Casual-Non-Clerical-York stud Casual-Res.asst -non York stud Casual Rpt Time inTRT-Non Affl Casual-Research asst-York stud Confidential Temporary Casual Casual tech-non York student Casual technical-York student Miscellaneous Professional Develop Pre-Serv Part-time Graduate Student Summer Students Work Study Students York Psychology Clinic Temp Contract Mgmt Other
Benefits Do Not Apply	0.0%	0.0%		CHT CLH	Host teachers Casual-Guest lect.,honorariums