

**2019/2020 BUDGET BENEFIT RATES** (Effective May 1, 2019)

| <b>EXPENSE CODES</b>                        | <b>CATEGORY</b><br># Rates changed for 2019/2020 | <b>BENEFIT ALLOCATION RATE (%)</b> | <b>ESTABLISHED POSITION REQUIRED *</b> |
|---|--|------------------------------------|--|
| <b>ACADEMIC OBJECT CODES</b>                |  |                                    |  |
| <b>Faculty:</b>                             |  |                                    |  |
| 61101                                       | Faculty - RFT                                    | 23.25% #                           | P                                      |
| 61111                                       | Faculty - Secured Appointment - RFT              | 23.25% #                           | P                                      |
| 61112                                       | Faculty - Veterinarians - RFT                    | 23.25% #                           | P                                      |
| 61212                                       | Contractually Limited - Veterinarians - TFT      | 16.05%                             | P                                      |
| 61250                                       | Contractually Limited - Faculty - TFT            | 16.05%                             | P                                      |
| <b>Librarians:</b>                          |  |                                    |  |
| 61125                                       | Librarian - RFT                                  | 26.10% #                           | P                                      |
| 61225                                       | Librarian Temporary                              | 16.05%                             | -                                      |
| <b>College Academic/Research Professors</b> |  |                                    |  |
| 61124                                       | UGFA #2 - RFT                                    | 29.75% #                           | P                                      |
| 61224                                       | UGFA #2 Temporary                                | 15.60%                             | -                                      |
| 61254                                       | Contractually Limited UGFA #2 - TFT              | 15.60%                             | P                                      |
| <b>Other Academic:</b>                      |  |                                    |  |
| 61134                                       | Honorarium Faculty/Librarian - RFT               | 3.60%                              | P                                      |
| 61201                                       | Other Academic Temporary                         | 15.00%                             | -                                      |
| 61210                                       | Sessional Lecturer                               | 15.00%                             | -                                      |
| 61211                                       | Music Instructors                                | 15.00%                             | -                                      |
| 61213                                       | Sessional Lecturer (Unrepresented)               | 15.00%                             | -                                      |
| 61215                                       | Guelph Humber Sessional Lecturer                 | 15.00%                             | -                                      |
| 61221                                       | Post Doctoral - TFT                              | 17.20%                             | -                                      |
| 61252                                       | Veterinarians Temporary                          | 16.05%                             | -                                      |

**2019/2020 BUDGET BENEFIT RATES** (Effective May 1, 2019)

| <b>EXPENSE<br/>CODES</b>          | <b>CATEGORY</b><br><br># Rates changed for 2019/2020 | <b>BENEFIT<br/>ALLOCATION<br/>RATE (%)</b> | <b>ESTABLISHED<br/>POSITION<br/>REQUIRED *</b> |
|-----------------------------------|--|--|--|
| <b>NON- ACADEMIC OBJECT CODES</b> |  |  |  |
| 61103                             | P&M - RFT  | 28.00% #                                   | P  |
| 61126                             | CUPE 1334 - RFT                                      | 34.00% #                                   | P  |
| 61127                             | UNIFOR - RFT   | 29.75% #                                   | P  |
| 61128                             | OPSEU - RFT  | 29.75% #                                   | P  |
| 61129                             | UGFSEA – RFT   | 34.60% #                                   | P  |
| 61130                             | USW – RFT  | 33.30% #                                   | P  |
| 61132                             | ONA – RFT  | 29.95% #                                   | P  |
| 61133                             | Exempt – RFT   | 33.80% #                                   | P  |
| 61135                             | OSSTF – RFT  | 32.00% #                                   | P  |
| 61253                             | Contractually Limited P&M - TFT                      | 17.00%                                     | P  |
| 61108                             | Overtime   | 6.50%                                      | -  |
| 61109                             | Shift Premiums                                       | 6.50%                                      | -  |
| 61203                             | P&M - TFT  | 17.00%                                     | -  |
| 61207                             | Support Staff - TFT Unrepresented                    | 15.70%                                     | -  |
| 61226                             | CUPE 1334 - TFT                                      | 15.70%                                     | -  |
| 61227                             | UNIFOR - TFT   | 15.70%                                     | -  |
| 61228                             | OPSEU - TFT  | 15.70%                                     | -  |
| 61229                             | UGFSEA - TFT   | 15.70%                                     | -  |
| 61230                             | USW - TFT  | 15.70%                                     | -  |
| 61232                             | ONA - TFT  | 15.70%                                     | -  |
| 61233                             | Exempt - TFT   | 15.70%                                     | -  |
| 61234                             | Honorarium - Temporary                               | 3.60%                                      | -  |
| 61235                             | OSSTF - TFT  | 15.70%                                     | -  |
| 61307                             | Support Staff - TPT Unrepresented                    | 14.70%                                     | -  |
| 61326                             | CUPE 1334 Unit #1 - TPT                              | 14.70%                                     | -  |
| 61329                             | UGFSEA Unit #2 - TPT                                 | 14.70%                                     | -  |
| 61335                             | OSSTF – TPT  | 14.70%                                     | -  |

**2019/2020 BUDGET BENEFIT RATES** (Effective May 1, 2019)

| <b>EXPENSE CODES</b>                   | <b>CATEGORY</b><br><b># Rates changed for 2019/2020</b> | <b>BENEFIT ALLOCATION RATE (%)</b> | <b>ESTABLISHED POSITION REQUIRED *</b> |
|--|---|------------------------------------|--|
| <b><i>STUDENT OBJECT CODES</i></b>     |   |                                    |  |
| 61415                                  | UTA CUPE 3913   | 10.25%                             | -                                      |
| 61417                                  | Student Labour - TPT                                    | 9.00%                              | -                                      |
| 61418                                  | GTA CUPE 3913   | 10.25%                             | -                                      |
| 61419                                  | Graduate Research Assistant                             | 0.50%                              | -                                      |
| 61420                                  | Graduate Service Assistant                              | 8.25%                              | -                                      |
| 61421                                  | GSA 1 CUPE 3913   | 10.25%                             | -                                      |
| <b><i>TRI-COUNCIL OBJECT CODES</i></b> |   |                                    |  |
| 61431                                  | GRA – Doctoral - Domestic                               | 0.50%                              | -                                      |
| 61435                                  | GRA – Masters - Domestic                                | 0.50%                              | -                                      |
| 61438                                  | GRA – Doctoral - Foreign                                | 0.50%                              | -                                      |
| 61441                                  | GRA – Masters - Foreign                                 | 0.50%                              | -                                      |
|  |   |                                    |  |
| 61432                                  | GSA – Doctoral - Domestic                               | 8.25%                              | -                                      |
| 61436                                  | GSA – Masters - Domestic                                | 8.25%                              | -                                      |
| 61439                                  | GSA – Doctoral - Foreign                                | 8.25%                              | -                                      |
| 61442                                  | GSA – Masters - Foreign                                 | 8.25%                              | -                                      |
|  |   |                                    |  |
| 61443                                  | Post Doctoral - Domestic                                | 17.20%                             | -                                      |
| 61444                                  | Post Doctoral - Foreign                                 | 17.20%                             | -                                      |
|  |   |                                    |  |
| 61445                                  | Student Labour - Undergrad - Domestic                   | 9.00%                              | -                                      |
| 61433                                  | Student Labour - Undergrad - Foreign                    | 9.00%                              | -                                      |
|  |   |                                    |  |
|  |   |                                    |  |

\* = Established positions are specific budget accounts to record the budget and expenses of individual employment appointments (normally for regular full-time and contractually limited for greater than 1 year).

RFT = Regular Full Time

TFT = Temporary Full Time

TPT = Temporary Part Time (less than 24 hours per week)