



# USW-Coastal Forest Industry Health & Welfare Plan

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November 24, 2021

Dear Participating Employer:

**Re: Taxable Benefits – 2021 and 2022 Taxation Years**

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Section 6 (4) of the Income Tax Act requires that employer-paid premiums for Group Life Insurance be included as a taxable benefit and reported on an employee's T4.

**For 2022**, the monthly taxable benefit for each covered employee is calculated at a cost of:

- Group Life – 42.1 cents per \$1,000 of coverage, less a flat \$38.44 per employee adjustment
- Accidental Death & Dismemberment (AD&D) - 5.9 cents per \$1,000 of coverage

The following table shows the monthly Group Life and AD&D taxable benefits for 2022, with the corresponding taxable benefits for 2021 included for your convenience and comparison. Figures are shown for a benefit level of both \$120,000 and \$150,000. Please ensure you are using the appropriate figures based on the benefit level being provided as per your Collective Agreement.

Period	Life Insurance & AD&D Benefit	Group Life Premium	AD&D Premium	Total Taxable Benefit
2021	\$120,000	\$33.21	\$7.08	\$40.29
2021	\$150,000	\$48.42	\$8.85	\$57.27
<b>2022</b>	\$120,000	\$12.08	\$7.08	<b>\$19.16</b>
<b>2022</b>	\$150,000	\$24.71	\$8.85	<b>\$33.56</b>

Please make any necessary adjustments to your payroll records.

Sincerely,

Karen Sciarretta  
Plan Administrator

CUPE 1816

cc: Trustees