



## TAX QUICK TIPS

### Group Benefits Taxation

Each benefit, depending on what the employer provides, plus the percentage an employee pays versus the percentage the employer pays — makes it a taxable or non-taxable benefit.

Benefit	Is the Premium Taxable to the Employee?	Are Benefit Payments Taxable to Employees?
Life Insurance	Yes	No
Dependant Life Insurance	Yes	No
Accidental Death and Dismemberment (AD&D)	Yes	No
Critical Illness (CI)	Yes	No
Short/Long Term Disability (STD & LTD)	No/Yes*	No/Yes*
Extended Health Care (EHC)	No/Yes in Quebec	No
Dental Insurance	No/Yes in Quebec	No
Employee Assistance Program (EAP)	No/Yes in Quebec	No
Health Care Spending Account (HCSA)	No	No
Diagnostic Specialist Access Insurance (DSAI)	No/Yes in Quebec	No

\*Disability payments are taxable to the employee if the employer pays a portion of the premium for short term and/or long-term disability. Consider adding the portion of these premiums paid by the employer as a taxable benefit to the employee to avoid taxation of disability payments.