**2024/2025 BUDGET BENEFIT RATES**

**(Effective May 1, 2024)**

[**Prior year archived Benefit Rates (Login Required)**](https://irp.uoguelph.ca/benefit-rates-employee-payroll-archived)

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| **OBJECT CODES** | **CATEGORY**  **# Rates changed for 2024/2025** | **BENEFIT RATE (%)** | **BENEFIT RATE (%)** |
| **ACADEMIC OBJECT CODES** | | 2023-2024 | 2024-2025 |
| **Faculty:** | |  |  |
| 61101 | Faculty - RFT | **26.00%** | **26.00%** |
| 61111 | Faculty - Secured Appointment - RFT | 26.00% | 26.00% |
| 61112 | Faculty - Veterinarians - RFT | 26.00% | 26.00% |
| 61212 | Contractually Limited - Veterinarians - TFT | 17.00% | 17.00% |
| 61250 | Contractually Limited - Faculty - TFT | 17.00% | 17.00% |
| **Librarians:** | |  |  |
| 61125 | Librarian -  RFT | 29.50% | 29.50% |
| 61225 | Librarian Temporary | 17.00% | 17.00% |
| **College Academic/Research Professors:** | |  |  |
| 61123 | College Research Professors UGFA 2 - RFT | 29.50% | 30.00% |
| 61124 | UGFA #2 -  RFT | 29.50% | 30.00% |
| 61223 | College Research Professors UGFA 2 - TFT | 25.00% | 25.00% |
| 61224 | UGFA #2 Temporary | 25.00% | 25.00% |
| 61236 | College Lecturers UGFA 2 - TFT | 25.00% | 25.00% |
| 61254 | Contractually Limited UGFA #2 - TFT | 25.00% | 25.00% |
| **Other Academic:** | |  |  |
| 61134 | Honorarium Faculty/Librarian - RFT | 3.60% | 3.60% |
| 61201 | Other Academic Temporary | 16.00% | 16.00% |
| 61210 | Sessional Lecturer | **16.00%** | **16.00%** |
| 61211 | Music Instructors | 16.00% | 16.00% |
| 61213 | Sessional Lecturer (Unrepresented) | **18.00%** | **16.00%** |
| 61215 | Guelph Humber Sessional Lecturer | 16.00% | 16.00% |
| 61221 | Post Doctoral - TFT | 18.50% | 19.50% |
| 61252 | Veterinarians Temporary | 17.00% | 17.00% |
| **NON- ACADEMIC OBJECT CODES** | |  |  |
| 61103 | P&M - RFT | **31.50%** | **33.00%** |
| 61126 | CUPE 1334 - RFT | 38.00% | 40.00% |
| 61127 | UNIFOR - RFT | 31.50% | 31.50% |
| 61128 | UPA/OPSEU - RFT | 33.00% | 33.00% |
| 61129 | UGFSEA - RFT | 40.50% | 44.50% |
| 61130 | USW - RFT | **36.50%** | **37.00%** |
| 61132 | ONA - RFT | 37.50% | 39.00% |
| 61135 | OSSTF - RFT | 35.50% | 38.00% |
| 61253 | Contractually Limited P&M - TFT | 19.00% | 19.00% |
| 61255 | Contractually Ltd Grant & Trust Professional | **19.00%** | **23.50%** |
| 61108 | Overtime | 6.50% | 6.50% |
| 61109 | Shift Premiums | 6.50% | 6.50% |
| 61203 | P&M - TFT | 19.00% | 19.00% |
| 61204 | Grant Trust Admin Tech - TFT | **19.00%** | **20.50%** |
| 61205 | Grant Trust Professional - TFT | **19.00%** | **23.50%** |
| 61226 | CUPE 1334 - TFT | 18.00% | 19.00% |
| 61227 | UNIFOR - TFT | 18.00% | 19.00% |
| 61228 | UPA/OPSEU - TFT | 18.00% | 19.00% |
| 61229 | UGFSEA - TFT | 18.00% | 19.00% |
| 61230 | USW - TFT | **18.00%** | **19.00%** |
| 61232 | ONA - TFT | 18.00% | 19.00% |
| 61234 | Honorarium - Temporary | 3.60% | 3.60% |
| 61235 | OSSTF - TFT | 18.00% | 19.00% |
| 61305 | Support Staff - RPT Unrepresented | 19.50% | 19.50% |
| 61207 | Support Staff - TFT Unrepresented | **18.00%** | **19.00%** |
| 61307 | Support Staff - TPT Unrepresented | **19.50%** | **19.50%** |
| 61140 | Support Staff - RFT Unrepresented G. Humber | 31.80% | 31.80% |
| 61304 | Grant Trust Admin Tech - TPT | **16.70%** | **20.50%** |
| 61326 | CUPE 1334 Unit #1 - TPT | 19.50% | 19.50% |
| 61329 | UGFSEA Unit #2 - TPT | 19.50% | 19.50% |
| 61335 | OSSTF – TPT | 19.50% | 19.50% |
| **Student Object Codes** | |  |  |
| 61415 | UTA CUPE 3913 | **18.00%** | **19.50%** |
| 61417 | Student Labour - TPT | **11.00%** | **11.00%** |
| 61418 | GTA CUPE 3913 | **16.00%** | **19.50%** |
| 61419 | Graduate Research Assistant | **0.50%** | **0.50%** |
| 61420 | Graduate Service Assistant | 11.00% | 11.00% |
| 61421 | GSA 1 CUPE 3913 | **18.00%** | **19.50%** |
| **Tri-Council Object Codes** | |  |  |
| 61431 | GRA – Doctoral - Domestic | **0.50%** | **0.50%** |
| 61435 | GRA – Masters - Domestic | **0.50%** | **0.50%** |
| 61438 | GRA – Doctoral - Foreign | **0.50%** | **0.50%** |
| 61441 | GRA – Masters - Foreign | **0.50%** | **0.50%** |
| 61432 | GSA – Doctoral - Domestic | **11.00%** | **11.00%** |
| 61436 | GSA – Masters - Domestic | **11.00%** | **11.00%** |
| 61439 | GSA – Doctoral - Foreign | **11.00%** | **11.00%** |
| 61442 | GSA – Masters - Foreign | **11.00%** | **11.00%** |
| 61443 | Post Doctoral - Domestic | **18.50%** | **19.50%** |
| 61444 | Post Doctoral - Foreign | **18.50%** | **19.50%** |
| 61445 | Student Labour - Undergrad - Domestic | **11.00%** | **11.00%** |
| 61433 | Student Labour - Undergrad - Foreign | **11.00%** | **11.00%** |

RFT = Regular Full Time

TFT = Temporary Full Time

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