**2025/2026 BUDGET BENEFIT RATES**

**(Effective May 1, 2025)**

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

| **OBJECT CODES** | **CATEGORY****# Rates changed for 2025/2026** | **BENEFIT RATE (%)** | **BENEFIT RATE (%)** |
| --- | --- | --- | --- |
| **ACADEMIC OBJECT CODES** | 2024-2025 | 2025-2026 |
|  **Faculty:** |   |   |
| 61101 | Faculty - RFT | 26.00% | **28.00%** |
| 61111 | Faculty - Secured Appointment - RFT  | 26.00% | 28.00% |
| 61112 | Faculty - Veterinarians - RFT | 26.00% | 28.00% |
| 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 | 30.00% | 33.00% |
| 61124 | **College Professors UGFA 2 - RFT** | 30.00% | 33.00% |
| 61223 | College Research Professors UGFA 2 - TFT | 25.00%  | 26.00% |
| 61224 | **College Professors UGFA 2 – TFT** | 25.00%  | 26.00% |
| 61236 | College Lecturers UGFA 2 – TFT | 25.00%  | 26.00% |
| 61254 | Contractually Limited UGFA #2 – TFT | 25.00%  | 26.00% |
| **61336** | **College Lecturers UGFA2 (PT)** |  | 20.50% |
|  **Other Academic:** |   |  |
| 61134 | Honorarium Faculty/Librarian - RFT | 3.60% | 3.60% |
| 61201 | Other Academic Temporary | 16.00% | 17.00% |
| 61210 | Sessional Lecturer | 16.00% | **16.00%** |
| 61211 | Music Instructors | 16.00% | 16.00% |
| 61213 | Sessional Lecturer (Unrepresented) | 16.00% | **11.00%** |
| 61215 | Guelph Humber Sessional Lecturer | 16.00% | 16.00% |
| 61221 | Post Doctoral - TFT | 19.50% | 19.50% |
| 61252 | Veterinarians Temporary | 17.00%  | 17.00%  |
|  **NON- ACADEMIC OBJECT CODES** |   |   |
| 61103 | P&M - RFT | 33.00% | **35.00%** |
| 61126 | CUPE 1334 - RFT | 40.00% | 40.00% |
| 61127 | UNIFOR - RFT | 31.50% | 32.50% |
| 61128 | **OPSEU - RFT** | 33.00%   | 34.00% |
| 61129 | UGFSEA - RFT | 44.50% | 44.50% |
| 61130 | USW - RFT | 37.00% | **39.00%** |
| 61132 | ONA - RFT | 39.00% | 41.00% |
| 61135 | OSSTF - RFT | 38.00% | 39.00% |
| 61253 | **Contractually Limited P&M** | 19.00%  | **19.00%**  |
| 61255 | **Grant & Trust Professional - CL** | 23.50% | **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 | 20.50% | **20.50%** |
| 61205 | Grant Trust Professional – TFT | 23.50% | **23.50%** |
| 61226 | CUPE 1334 – TFT | 19.00% | 20.00% |
| 61227 | UNIFOR – TFT | 19.00% | 20.00% |
| 61228 | OPSEU – TFT | 19.00% | 20.00% |
| 61229 | UGFSEA - TFT | 19.00% | 20.00% |
| 61230 | USW - TFT | 19.00% | **20.00%** |
| 61232 | ONA - TFT | 19.00% | 20.00% |
| 61234 | Honorarium - Temporary | 3.60% | 3.60% |
| 61235 | OSSTF - TFT | 19.00% | 20.00% |
| 61305 | Support Staff - RPT Unrepresented | 19.50%  | 20.50% |
| 61207 | Support Staff - TFT Unrepresented | 19.00% | **11.00%** |
| 61307 | Support Staff - TPT Unrepresented | 19.50%  | **20.50%** |
| 61140 | Support Staff - RFT Unrepresented G. Humber | 31.80% | 11.00% |
| 61304 | Grant Trust Admin Tech - TPT  | 20.50% | **20.50%** |
| 61326 | CUPE 1334 Unit #1 - TPT | 19.50%  | 20.50% |
| 61329 | UGFSEA Unit #2 - TPT | 19.50%  | 20.50% |
| 61335 | OSSTF – TPT | 19.50%  | 20.50% |
| **Student Object Codes** |   |  |
| 61415 | UTA CUPE 3913 | 19.50% | **19.50%** |
| 61417 | Student Labour - TPT | 11.00%  | **11.00%** |
| 61418 | GTA CUPE 3913 | 19.50% | **19.50%** |
| 61419 | Graduate Research Assistant | 0.50% | **0.50%** |
| 61420 | Graduate Service Assistant | 11.00%  | **11.00%** |
| 61421 | GSA 1 CUPE 3913 | 19.50% | 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 | 19.50% | **19.50%** |
| 61444 | Post Doctoral - Foreign | 19.50% | **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)