

Table 2: Complete Postdoc Benefits Survey

	NSERC PDF	Banting PDF	Plaskett/ Covington (NRC)	NRC Postdocs	Dunlap Fellowships	McGill Space Institute	CITA postdocs @ U of T	Perimeter Fellowships	Hubble Fellow (for comparison)
Benefits Questions									
Extended Health	None unless institutional host	None unless institutional host	Yes	Yes	Yes	Yes; parts are opt-out	Yes	Yes	Yes. Employees may have to cover part of the premium themselves. Up to \$20,000/year covered for health premiums for family.
Dental	None unless institutional host	None unless institutional host	Yes	Yes	Yes	Yes, optional, you can buy in	Yes	Yes	No
Disability Insurance	None unless institutional host	None unless institutional host	Yes	Yes	No	Yes, may be allowed to opt-out	No	No	Employee - maybe; Stipend - no
Life Insurance	None unless institutional host	None unless institutional host	Yes	Yes	No	Yes, optional	No	Yes, 1 x annual salary	Employee - maybe; Stipend - no
Pension Plan	None unless institutional host	None unless institutional host	Yes	Yes	No	Yes, defined contribution	No	Nothing	Employee - maybe; Stipend - no
Union Representation	None unless institutional host	None unless institutional host	Yes, PIPSC	Yes, PIPSC	YES, CUPE 3902 Unit 5	Yes	Yes	Not applicable	No
Vacation Time	None unless institutional host	None unless institutional host	Yes, 4 weeks per year	Yes, 4 weeks per year	3 weeks per contract year	Yes, 15 working days for the first year, then increases by year	Yes - 15 days	3 weeks plus 7 days at Christmas	Stipendees - several weeks suggested; no requirement as long as fellow maintains productivity. Employees - policy with host institution
Sick Leave	None unless institutional host	None unless institutional host	Yes, up to 3 weeks per year (unspent time accumulates in following years)	Yes, up to 3 weeks per year (unspent time accumulates in following years)	5 days per contract year	Yes	Yes - 5 days	Unlimited amount of paid sick days	Stipendees - no amount specified, suggestion to take as necessary. Employees - policy with host institution
Parental Leave	Yes, up to 1 year at full pay, subject to agency funding available.	Yes, up to 1 year at full pay, subject to agency funding available.	Maternity allowance: 17 weeks at 93% of regular pay (topping up EI). Parental allowance: 35-37 weeks at 93% of regular pay (topping up EI). Maximum parental allowance is 52 weeks for the couple. **This has been extended to 18 months (an additional 26 weeks). Employees can choose between option 1 (total 52 weeks), or option 2 (total of 78 weeks). The top up amount for the extended leave is approximately 64%. This generally adds up to the same amount the employee would receive during the regular leave, just extended over a longer length of time.	Maternity allowance: 17 weeks at 93% of regular pay (topping up EI). Parental allowance: 35-37 weeks at 93% of regular pay (topping up EI). Maximum parental allowance is 52 weeks for the couple. **This has been extended to 18 months (an additional 26 weeks). Employees can choose between option 1 (total 52 weeks), or option 2 (total of 78 weeks). The top up amount for the extended leave is approximately 64%. This generally adds up to the same amount the employee would receive during the regular leave, just extended over a longer length of time.	17+35 weeks for birth parent, 37 weeks for non-birth parent; the University will pay the lesser of \$800 dollars or 95% of salary during the one week waiting period for Employment Insurance benefits, provided that the employee applies for, and receives, Employment Insurance. For the next 15 weeks, or until the end of the appointment (whichever comes first), the University will pay the lesser of \$400) or the difference between Employment Insurance benefits and 95% of the actual salary which the employee was receiving on the last day worked prior to the commencement of the maternity leave, provided that the employee applies for, and receives, Employment Insurance.	Paid parental leave (QPIP) PLUS top-up. QPIP details: Maternity leave: 18/15 weeks at 70%/75% of pay. Paternity leave: 5/3weeks at 70%/75% of pay. Parental leave (can be shared): 32weeks at (70% for first 7 weeks and 55% for remaining 25 weeks) OR 25 weeks at 75%. TOP-UP(union): 95% salary for first 20 weeks of maternity leave	Maternity leave: Up to 17 weeks. Top up to EI: First one week: \$800 or 95% salary, whichever is less. Remaining 15 weeks: top up of \$400 or 95% of salary, whichever is less Parental leave: Up to 35 weeks (37 weeks for non-birth parent). Top-up to EI: First one week: \$800 or 95% salary, whichever is less. Remaining 8 weeks: top up of \$400 or 95% of salary, whichever is less Both: Leave and payments shall not continue beyond end date of contract	7 weeks of maternity leave with top-up to EI benefits to 95% of salary. 35 weeks of parental leave unpaid. Postdoc not taking maternity leave would receive 2 weeks of parental leave paid at 100% of salary and 33 weeks of unpaid parental leave.	Not specified. General note that stipendees cannot take extended (paid) leaves, but may request no-cost extension following unpaid leave . Employees leave policy governed by host institution.

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Fellowship Extension for Parental Leave	Yes, up to 1 additional year.	Yes, up to 1 additional year.	Yes, up to 1 additional year. Fellowship cannot extend beyond 5 years.	Yes, up to 1 additional year. Fellowship cannot extend beyond 5 years.	Yes		Yes	Fellowship extension allowed for amount of leave taken or maximum of 1 year.	Possibly - as above
Other Paid Leave	No, but various reasons for unpaid leave are allowable.	No, but various reasons for unpaid leave are allowable.	Yes, including 2 personal days and as needed list including: bereavement, court leave (including jury duty), domestic violence, medical appointments for pregnant employees, and others.	Yes, including 2 personal days and as needed list including: bereavement, court leave (including jury duty), domestic violence, medical appointments for pregnant employees, and others.	Yes, e.g. serious illness, surgery & hospitalization: up to 2 months; Gender reassignment surgery leave: up to 2 months, Bereavement leave: 3 consecutive days (5 days if extensive travel required) per contract year; Compassionate leave: one week per contract year; Jury duty leave: 1 week.	Yes, up to 2 personal days and medical appointments for pregnant employees, adoption leave (10 weeks, topping up QPIP to full salary), marriage (5 days), wedding of close family member (1 day), bereavement leave (1-5 days depending on relationship), jury duty or other required court presence.	Yes - Serious illness/ hospitalization leave, bereavement leave, compassionate leave	4 paid personal leave days per year	No
Relocation Expenses	None unless institutional host	None unless institutional host	Yes, up to \$5,000.	Yes, up to \$5,000.	Yes, amount depends on location	No, depends on the supervisor	Up to \$3,000	\$1,500.00	Yes, folded in with other research expenses
Programmatic Questions									
Start date flexible?	Yes. April to January following the offer, with deferment possible in some circumstances.	April to October of the year awarded.	Usually a multiple-month range acceptable	Usually a multiple-month range acceptable	YES, usually between August and October	Yes, the start date is flexible.	Yes, flexible	Yes, very flexible	Somewhat
PhD prior to start date?	Yes	Yes	Yes	Yes	Yes	Yes. Formal PhD requirements need to be met prior to starting because the university requires a PhD degree in order to register a postdoc.	Yes	Yes, for visa reasons for foreign fellows.	Yes
AAS decision date respected?	Probably. Offers nominally made at the end of January.	Yes. 2020 award offers nominally made mid- February	Yes	Yes, usually much later.	Yes for most cases	Yes	Acceptance date fluctuates, usually negotiated with candidate and extended to February 15 if requested	Yes	Yes
Selection Criteria in Job Ad?	Yes	Yes	Yes	Yes	Yes	No response given	Yes	Yes	Yes
Max Time Since PhD?	Generally 2 years. 3 years if industry employment post-PhD or career interruption. 6 years if primary caregiver to child within 2 years of PhD.	Yes. Limited to Sept 15, 2016 to Sept 30, 2020. Up to 2 extra years if career interruptions due to: parental leave, illness, health- related family responsibilities, mandatory military service, disruptions due to war, civil conflicts and/or natural disasters in the country of residence	Yes, within the last 5 years.	Yes, within the last 3 years.	Yes, PhD granted in the last 5 years 9 months barring extenuating circumstances	No set maximum, but preference is given to applicants within the last 3 years preferred of their PhDs	Within 5 years of completing PhD as required by university regulations	No	Yes, PhD granted since January 1, 2017
Hours/Week Expected?	Set by host institution	Set by host institution	37.5	37.5	40 hours/week if full-time	Depends on the supervisor	40	37.5	Not specified
Part Time Available?	Yes, for parental or medical reasons and/or family responsibilities. Needs institutional and NSERC approval. Awards pro-rated in value and duration in this instance.	Yes, for parental or medical reasons and/or family responsibilities. Needs institutional and NSERC approval. Awards pro-rated in value and duration in this instance.	Generally, we would want full time.	Generally, we would want full time.	Yes subject to immigration regulations for non-Canadian	No, minimum 6- months appointment to be registered as a postdoc	Has not been requested yet	No	No
Typical Salary	\$45,000/year	\$70,000/year	Varies with experience. PhD recruiting rate for 2020 \$72,052 (from Plaskett ad)	Varies with experience. PhD recruiting rate for 2020 \$72,052 (from Plaskett ad)	\$71,107/year for 2020-2021 intake	Min. \$34,100 per the collective agreement. Typical salary range \$50k - \$60k	\$63K with yearly increases	\$70,000.00	\$69,000 USD

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Research Expenses	Only if host institution provides	Only if host institution provides	Shared group travel budget, with postdocs prioritized. Computing equipment provided as needed.	Shared group travel budget, with postdocs prioritized. Computing equipment provided as needed.	\$18,000 for travel + purchasing	Depends on the arrangement reached with the PI. There is no travel expenses attached to the MSI fellowship as of right now.	\$12K research fund that they can use at their own discretion with longer trips requiring prior approval from director	\$7,500 annually	\$16,000 USD (includes relocation at start, if desired).
Tax Status	Stipend, not salary. Not eligible for EI, CPP, etc	Stipend, not salary. Not eligible for EI, CPP, etc	Regular employees - get T4	Regular employees - get T4	Employees - get T4	Postdocs funded by MSI fellowships are treated by McGill as unionized employees	CITA postdocs are unionized employees, there are legislated tax deductions, including CPP, but no pension plans, as per collective agreement	Treated as employees who contribute to CPP, EI, Fed & Prov taxes	Employee or stipend depending on host institution
Other Notes	Survey filled in by authors using information online only	Survey filled in by authors using information online only				Fellows are partially funded by MSI and partially by supervisor	Other CITA Fellows (e.g., CITA National Fellows) are only partially supported by CITA and benefits/rules mostly set by host.		Survey filled in by authors using information online only.