

Table 1: Postdoc Benefits Survey - Summary

	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	No**	No**	Yes	Yes	Yes	Yes(*)	Yes	Yes	*
Dental	No**	No**	Yes	Yes	Yes	buy-in	Yes	Yes	No**
Disability Insurance	No**	No**	Yes	Yes	No	Yes(*)	No	No	Maybe/No**
Life Insurance	No**	No**	Yes	Yes	No	Yes(*)	No	Yes	Maybe/No**
Pension Plan	No**	No**	Yes	Yes	No	Yes	No	No	Maybe/No**
Union Representation	No**	No**	Yes	Yes	Yes	Yes	Yes	No	No
Vacation Time (days/yr)	No**	No**	20	20	15	15(*)	15	15 + 7 Xmas	No set time**
Paid Sick Leave (days/yr)	No**	No**	15(*)	15(*)	5	Yes	5	Unlimited	No set time**
Parental Leave	Yes(*)	Yes(*)	Yes(*)	Yes(*)	Yes(*)	Yes(*)	Yes(*)	Yes(*)	No(*)
Fellowship Extension for Parental Leave	1 year	1 year	1 year(*)	1 year(*)	Yes	?	Yes	1 year	No set time**
Other Paid Leave	No. Some unpaid leave allowable.	No. Some unpaid leave allowable.	2 personal days plus leave for bereavement, court, domestic violence, medical appointments for pregnant employees, etc	2 personal days plus leave for: bereavement, court, domestic violence, medical appointments for pregnant employees, etc	Serious illness, surgery and hospitalization, gender reassignment surgery, bereavement, compassionate, jury duty leave (*)	2 personal days, medical app't for pregnant employees, adoption, marriage/wedding, bereavement, court duty(*)	Serious illness/hospitalization, bereavement, compassionate leave	4 personal days	No
Relocation Expenses	No**	No**	Up to \$5,000.	Up to \$5,000.	Yes(*)	No**	Up to \$3,000	\$1,500.00	Included in research grant
Programmatic Questions									
Start date flexible?	April to January(*)	April to October	Yes(*)	Yes(*)	Usually August to October (*)	Yes	Yes, flexible	Yes, very flexible	Somewhat
PhD prior to start date?	Yes	Yes	Yes.	Yes	Yes	Yes	Yes	Yes, for visa reasons for foreign fellows.	Yes
AAS decision date respected?	Probably(*)	Probably(*)	Yes	Usually later.	Yes (*)	Yes	Yes (*)	Yes	Yes
Selection Criteria in Job Ad?	Yes	Yes	Yes	Yes	Yes	(Yes)	Yes	Yes	Yes
Max Time Since PhD?	2 years(*)	4 years(*)	5 years	3 years	5 years 9 mo (*)	Prefer 3 years	5 years	No	~3 years
Hours/Week Expected (for Full Time)?	Set by host institution	Set by host institution	37.5	37.5	40	Set by supervisor	40	37.5	Not specified
Part Time Available?	Yes(*)	Yes(*)	Prefer full time	Prefer full time	Yes(*)	No	Maybe	No	No
Typical Salary	\$45,000/year	\$70,000/year	Varies. PhD rate \$72,052 (2020)	Varies. PhD rate \$72,052 (2020)	\$71,107/year for 2020-2021 intake	\$50,000-\$60,000	\$63K with yearly increases	\$70,000.00	\$69,000 USD
Research Expenses	No**	No**	Reasonable travel + computing (*)	Reasonable travel + computing (*)	\$18,000 for travel + purchasing	No**	\$12,000 (*)	\$7,500.00	\$16,000 USD (*)
Tax Status	Stipend: not eligible for EI, CPP, etc	Stipend: not eligible for EI, CPP, etc	Regular (T4) employee	Regular (T4) employee	Regular (T4) employee	Unionized employee	T4 employee (*)	T4 employee(*)	Depends on host institution
Notes (for entries with a * see full response for details)	** - could be provided by host institution	** - could be provided by host institution				** - could be provided by supervisor			** - could be provided by host. Paired answers for: [employee] / [stipend] status