

Employment statuses

Contractual vs permanent status

The chart below serves as a general reference tool. It was prepared at our request by the employer to help contract employees evaluate the differences between statuses. For instance, you will notice in the last line of the chart, the cost for the employer in both cases for permanent and contract employees. This is to show that some benefits tied to permanent status are not necessarily paid by the employees. For example, in the case of contributions to the pension fund, the portion paid by the employer is higher than the portion paid by the employee. The result is that supplemental benefits can also be considered. You can best find out by consulting the specialists at Shared Services at 866-999-7888.

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