Canada Pension Plan Reform
Empower Results – Social Impact Film Script

Interviewees:

Andrew Bevan, Chief of Staff & Principal Secretary at Office of the Premier of Ontario

Steve Orsini, Secretary of the Cabinet, Head of the Ontario Public Service and Clerk of the Executive Council

Anthony Quinn, Director, Operations and Public Affairs, CARP (formerly known as Canadian Association of Retired Persons)

Honourable John Manley, P.C., O.C., President and Chief Executive Officer of the Business Council of Canada (tbc)

Allan Shapira
Managing Director, Aon Hewitt Canada

Throughout this film, each speaker will be identified by a title on screen.

Open **Allan**

Allan defines the problem in human terms*: When you have a mortgage to pay off, a business to keep afloat, and kids to put through university, it's not always easy to save for retirement. Today, people's careers tend to involve working for many different employers who often don't offer the security of a company pension plan. They aren't saving enough, and they risk outliving their savings. Company pension plans are also on the decline. The Federal and Provincial governments had to come up with a viable solution to enhance the Canada Pension Plan, an already key pillar in our Canadian retirement system, to ensure working Canadians had a comfortable income waiting for them when they retired.*

The first half of this dialogue is heard in voice over, as we see footage of a couple painting their house / engaged in home DIY, a young person running a small business, and a parent collecting their child from school. A senior citizen is working in their garden.

Cut to the Honourable John Manley, P.C., O.C., President and Chief Executive Officer of the Business Council of Canada (tbc)

When Prime Minister Lester B. Pearson introduced the CPP in 1965, he did so with the conviction that working Canadians should be able to retire in financial security regardless of where in the country they live. Universality is a key tenet of the CPP.

Canadians tend not to brag about our accomplishments, but we can be proud of the fact that our country is one of the best places in the world in which to grow old. The poverty rate among Canadians 65 and older is among the *lowest in the industrialized world, and our retirement income system is widely viewed as one of the world's strongest.*

The challenge of ensuring that Canadians continue to have adequate retirement security is a national issue that required a national solution. A nationwide reform of the CPP required approval from 7 out of 10 provinces, representing two-thirds of Canada's population.

Cut to Gov't of Ontario

Gov't of Ontario presents the solution: *In late 2013, when faced with an impasse at the national level, Ontario turned its efforts to the development of the Ontario Retirement Pension Plan, the ORPP. The Province's advocacy for improving retirement saving, combined with its plans for introducing the ORPP, played a key role in ensuring that retirement security remained on the national agenda. Ontario's work was also essential in driving the negotiations among the federal government, provinces and territories that resulted in the agreement to enhance the Canada Pension Plan. Canada's provincial governments came together in support of a plan for all Canadians, one that is specifically designed to help those most in need.*

Allan Shapira expands on Aon's role: *As a trusted advisor to the Government of Ontario for many years, we understood their issues. To assist Ontario in its discussions with the Federal Government Aon was able to consider the many factors at play and provide the technical skills to address those key issues surrounding CPP reform. The federal government legislation to implement the enhancement came into force in March 2017. The end result is an enhancement that, over time, boosts how much each Canadian will get from their CPP benefit from one quarter to one third of eligible earnings – currently around $55,000 – and also increases those eligible earnings by fourteen percent. Crucially, these changes were made affordable for businesses and individuals by phasing them in gradually. These reforms will strengthen the public pension system to provide a lifetime income for working Canadians.*

Cut to an exterior wide shot of the Parliament Buildings of Canada, Ottawa.

Cut to Gov't of Ontario

This historic accomplishment is the culmination of years of effort by Ontario, working with the federal government and other provinces and territories, to make the CPP better and to meet the retirement savings needs of today's workers. We all recognized the need to ensure retirement security for the next generation, but we needed to find consensus on what steps to take. We stuck with it and agreed to continue the discussion. We listened. We worked to bridge the gaps.

The first sentence of this dialogue is heard in voice over, as we see footage of the Ontario Legislative Building, Toronto

Cut to Allan

Allan continues to contextualize CPP reform:
The CPP expansion is not about today's retirees. It is about today's young people. They are entering the workplace later, and with more student debt and they will likely not have the generous workplace pension plans and the decades of strong financial and real estate markets their parents enjoyed. Many will live into their 90's, or longer. We knew as employers were changing, eliminating or not even implementing pension plans. And, young Canadians in particular weren't saving enough, so unless we could come together as a country to secure and modernize the Canada Pension Plan, the next generation – our children and grandchildren – risk being worse off than us when they retire.

This dialogue is intercut with footage of Canadians in their 20s and 30s at work.

Cut to **CARP representative**

CARP validates the importance of addressing the issue: *CARP and our members have been advocating for years - to all levels of government - to achieve a meaningful enhancement to the CPP. We believe that all Canadians deserve to live with dignity in retirement.*

Despite the fact that few CARP members will personally benefit from an enhanced CPP, they see retirement security expansion as a critical investment in future generations – for their children and grandchildren. With declining access to workplace pension plans, a CPP that meets the needs of older Canadians in the future, is critical.

CARP representative conveys the impact: *These CPP reforms will protect millions of Canadians from poverty in their later years, giving them a secure retirement they can enjoy after a lifetime of hard work. This is a great example of what can be achieved and the impact we can have when we work together.*

Cut to footage of the announcement of the agreement of all provinces to the CPP reform plan. This could be a press conference, a signing ceremony, a vote in parliament or television news coverage.

Cut to Allan Shapira

Allan conveys the impact: *At the end of the day this was about a courageous decision made to ensure that our kids and our grandkids will have the opportunity to save for a financially secure retirement. Reforming the CPP will offer young people the flexibility to buy a home, start a business and pay for university or college while making sure they've got a secure retirement waiting for them.*

Cut to Allan Shapira

Allan Shapira signs off and rounds up for Aon: *The core of our mission as a firm is to create a social impact every day. We believe we have a massive* *opportunity and fundamental obligation to use our insights and expertise to empower results that will help define the future.*

Cut to endframe:

AON
Empower Results