

## Pension Reform – CPP and ORPP – Q1 Update

The Federal Government has committed to reviewing CPP and is engaged in discussion with the provinces on potential options for enhancement. No specifics have been announced, and change will take time, with discussions continuing through the balance of this year. Any change to CPP requires support from two-thirds of the provinces and two-thirds of the population.

The province of Ontario announced in January that it will delay launch of the Ontario Retirement Pension Plan (ORPP) by one year – to January 2018. However, they confirmed that the plan is still on track to ensure coverage for all eligible Ontario workers by either a comparable workplace plan or the ORPP by January 2020. Current OMERS members are not impacted by the ORPP.

A recent announcement from Ontario highlighted that there will be “no waiting period” for enrolment in ORPP. Following on the Government’s previous announcement that every worker must be in a plan, the requirement of “no waiting period” means that every employee of an OMERS employer, including non-full-time workers, will need to be in either the ORPP or OMERS effective January 1, 2020 if they earn more than \$3,500 per year.

The SC is reviewing options related to non-full-time employees who are not currently enrolled in the OMERS Pension Plan. The SC is sensitive to the impact of the ORPP on both our employers and the non-full-time employees who are not currently enrolled in OMERS. This review is a priority for the SC and we will continue to provide updates on progress.

A presentation has been developed to educate stakeholders on CPP reform and the ORPP and potential implications for OMERS and stakeholders. Representatives from OMERS would be pleased to present the material.