

Pension Review Panel  
c/o Nova Scotia Labour and Workforce  
Development Policy Division  
PO Box 697  
Halifax, NS B3J 2T8  
lwdpolicy@gov.ns.ca

Dear Sirs:

**Re: Pension Benefits Act Discussion Paper**

Canadian Manufacturers & Exporters is the Nova Scotia Division of Canada's chief association representing industry. Our sector is responsible for more than 10% of Nova Scotia's Gross Domestic Product. Our employees, numbering over 35,000 represent highly paid positions in all regions of the province. Manufacturing is particularly strong in rural Nova Scotia. The enclosed study outlines the economic impact of Manufacturing on Nova Scotia's economy.

Following are some general comments that reflect our position on the Pension Benefits Act Discussion Paper:

1. Initially, we would like to recognize and thank the volunteers who have taken on this task. It is an important initiative and your work is appreciated.
2. Ease of administration is important.
3. Portability is a priority. Employers need to acknowledge the modern life style and mobility of today's workforce. Access to skilled labour and retention of employees is a major factor for our sector. Portability of pensions is considered desirable.
4. It should be noted that CME opposed the recent change to Mandatory Retirement rules. Our industry requires good employees and the former environment offered employers the ability to fairly access older workers following their retirement. The new rules are restrictive to employers seeking to manage the workforce.
5. We recommend that the Panel consider the possibility of drawing down part of a pension.
6. Regarding the recent changes related to "Grow-in" benefits, brought about by the closure of Trenton Works: this is contrary to goals that would attract business to Nova Scotia. We recommend that such changes to the pension regime, be made

on thoughtful consideration rather than 'knee-jerk' reactions. We recommend that the ability to do such special pleading on a short term basis, should be reduced.

7. In addition CME is supportive of the points raised in the submission provided by Scotia Investments Ltd.

These notes represent preliminary feedback from CME. We would welcome the opportunity to have further dialogue with the panel or during your planned consultations.

Sincerely,

A handwritten signature in cursive script that reads "Ann E. Janega". The signature is written in black ink and is positioned above the typed name and title.

Ann E. Janega  
Vice President, Nova Scotia Division  
Canadian Manufacturers & Exporters

Enclosure: CME Study entitled: Manufacturing 20/20 the Impact of Manufacturing on the Economy of Nova Scotia