

CANADIAN 

Workers' Compensation

UPDATES

NO. 1 FOR BUSY HR EXECUTIVES

**FINANCIAL
RELIEF: WHAT
ARE THE
BOARDS DOING?**

**MENTAL HEALTH
CONCERNS ON THE
RISE**





ANXIETY IS NORMAL

BE GRATEFUL

CREATE

DANCE

EXERCISE

FANCY DRESS

GARDEN

HELP BY DONATING

IDENTIFY A QUIET PLACE

KNIT

LEARN TO PLAY AN INSTRUMENT

MEDITATE

NAP TO RELAX

OPEN UP TO SOMEONE

JUGGLE

READ

SING

VISUALIZE

PHONE A FRIEND

QUALITY TIME

UNPLUG

THIS TOO SHALL PASS

WATCH YOUR FAVOURITE MOVIE

YOU ARE NOT ALONE

WE ARE IN THIS TOGETHER

It is important to be aware and take care of your mental health during this pandemic.

THINGS TO DO TO AVOID THE BLUES

Welcome to our new format!

We hope you enjoy our new interactive **Canadian Workers' Compensation Update**.

We've pulled together the news that's of particular interest to busy HR executives like you.

In this issue, you'll find the latest updates from workers' compensation boards across the country, as well as resources to help you support your staff in this challenging time.

As always, your feedback is welcome!

Enjoy!



D.J. Gray
Editor



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Help from Workers' Compensation Boards takes on new forms in 2020

The various Boards across Canada have committed to either holding premium rates steady for 2021, or considerations on when premiums are due. The details can be found within. COVID-19 claims that arise out of and in the course of employment will be considered by the Boards. If there is no direct link to the workplace, the individual can take advantage of the various other pandemic related benefits being made available. Most of the Boards have implemented “pre-summative legislation” for first responders.

COVID-19 continues to be a concern in both the occupational and non-occupational realm. There are early reports that mental health conditions are on the rise due to fear, worry, isolation, and job loss. The importance of good health and safety practices cannot be understated. Mask, frequent hand washing, and social distancing are essential.

As we move beyond nine months of COVID-19, it's apparent that the virus itself isn't the only worry. Mental health professionals see anxiety increasing as COVID-19 cases resurge along with tightened restrictions.

In Ontario, the final adjustments for the old experience rating programs will be released soon. If you need any assistance interpreting the old or new statements please remember we are here to assist. The experience rating program integrates the surcharge or refund right into the premium rate, so understanding the new calculations will be key to cost control.

In New Brunswick, the roll-out of the mandatory return to work legislation has gone well with employers and employees adjusting to the modified work mandate.

In Alberta, the COR program has transitioned to virtual. This program allows for some interesting rate reduction opportunities; if you are not certified it is a good time to inquire.

As we head into Winter it will be important to sustain a positive mindset and stay safe! Looking forward to keeping you informed on WCB developments.



Liz R. Scott, PhD, Principal and CEO
Organizational Solutions Inc.

*No one's mental health is improved by
constantly doom-scrolling the news.*

--DR. LIZ SCOTT



GENERAL / NATIONAL

Companies have modest hiring plans, low wage growth expectations

Bank of Canada outlook survey shows recruitment intentions below historical averages

The Bank of Canada says companies are hedging hiring plans and wage growth expectations in the coming months over heightened uncertainty from the COVID-19 pandemic.

The [central bank's business outlook survey](#) finds hiring intentions remain below their

their historical averages, suggesting modest hiring plans even as the overall outlook on employment edges up.

Almost one-third of businesses told the bank they expect their workforce numbers to remain below pre-pandemic levels for at least the next 12 months, or to never fully recover.

The survey also finds that wage growth is widely expected to slow over the next year, mostly a result of the pandemic and ongoing uncertainty, with some firms reporting a wage freeze.



BANK OF CANADA
BANQUE DU CANADA

[See the latest Bank of Canada Business Outlook](#)

Financial relief during the ongoing Pandemic

WorkSafe BC

Deferred quarterly premium payments for an additional quarter. Employers can defer their Q1 and Q2 payments without penalty until October 20, 2020. If businesses can't make payment by October 20, WorkSafe BC is willing to discuss other options.

WCB ALBERTA

WCB Alberta offers workers and employers help through the process.

Saskatchewan WCB

Waived penalties and interest for late premium payments extended until July 31. Payroll audits suspended until further notice.

WCB Manitoba

Deferred premium payments until May 31, 2020; waiving late payment penalties until further notice.

WSIB (Ontario)

Any business that deferred their premiums this spring is also being given until January 1, 2021 to begin repayment, and will have until June 30, 2021 to complete that payment without interest or penalty.

CNESST (Quebec)

CNESST's premiums payment deadline was extended until August 31, 2020.

Canada's provincial and territorial workers' compensation Boards and Commissions have responded quickly with both information and financial help.

Here's what Boards across Canada are doing to provide financial relief to employers. For more details, please click on the links.

WorkSafeNB

Premiums paid monthly, due in February, March and April 2020, were deferred for three months without interest charges.

WCB Nova Scotia

WCB Nova Scotia has deferred all employer premium payments until October 2020.

WCB PEI

Premiums deferred until September 30, 2020. No interest or penalties during this time.

WorkplaceNL

Assessment premium payments were deferred until August 31, 2020.

WSCC (NWT & NU)

WSCC extended their payment deadline for and suspended late payment interest charges to August 1, 2020. Employers can move to two equal instalments paid in August and October 2020.

YUKON

YWCHSB is offering relief to businesses experiencing serious adverse financial impacts.

Safety statistics reveal ‘disappointing’ trends on workplace fatalities, injuries

1,027 Canadian workers died of work-related causes in 2018

Canadian workplaces are becoming less safe, according to the latest data on occupational health and safety across the country.

Released April 27, the [2020 Report on Work Fatality and Injury Rates in Canada](#) indicates 1,027 workers died of work-related causes in 2018, marking an increase of 76 from 2017.

The report is based on data from 2018 — the latest available statistics. Comparable 2019 statistics will not be available until early 2021.

In 2018, most jurisdictions also reported higher injury rates, with Ontario and New Brunswick leading the way at 15 per cent, among provinces with 100,000 employees.

Data must be more timely

Statistics for this annual report are drawn from data provided by the Association of Workers’ Compensation Boards of Canada (AWCBC) in Toronto.

The data originates from provincial workers’ compensation boards, each of whom collect it independently and publish it annually — usually between April and September of the following year.

The AWCBC then standardizes the data and publishes it online. The resulting timing lag is of issue for those attempting to identify current safety trends.



Read more



“We need to come up with not only harmonized reporting, but we also need to take that information that we get so that we can analyze it and understand what the trends are. It’s too late when somebody’s died.”

David Johnston, chair of the Board of Canadian Registered Safety Professionals (BCRSP) in Mississauga, Ont.



Preparing your workplace for a second wave

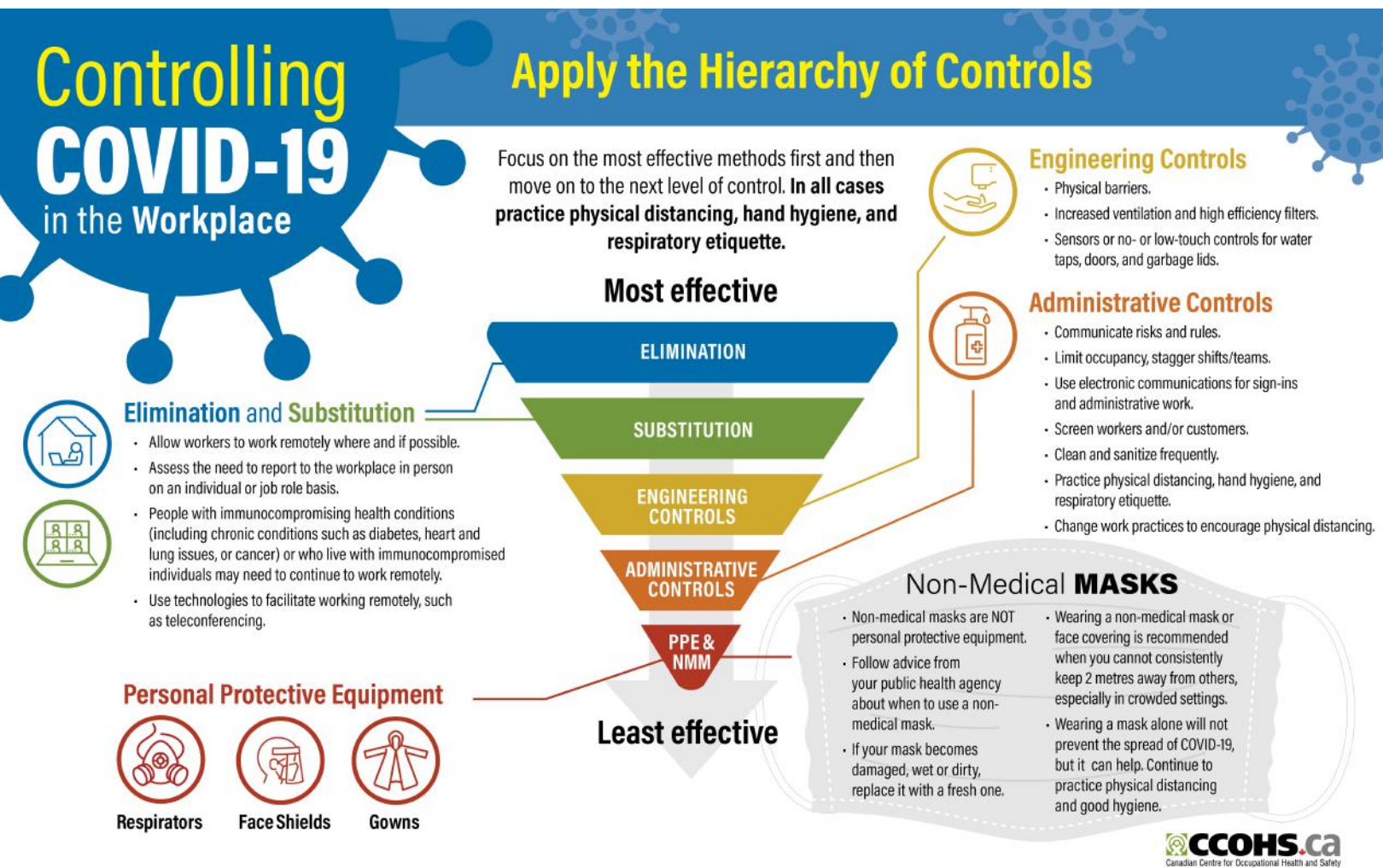
Staff should be educated and trained on all elements of your COVID-19 plan

While some parts of our economy are recovering, others continue to struggle with reduced revenues, increased costs, and uncertainty because of the COVID-19 pandemic.

The Government of Canada is taking action to help Canadian businesses affected by the global COVID-19 pandemic, from helping keep employees on the job to increasing cash flow and providing support to help pay rent.

How are you going to support your office as we enter this second wave?

[The Canadian Centre for Occupational Health and Safety](#) suggests that offices establish control measures that have the greatest impact. The main ways to control a hazard, from the most to the least effective, include elimination (and substitution), engineering controls, administrative controls, and personal protective equipment (PPE).



1 in 4 Canadians say their mental health is worse than during initial COVID-19 outbreak

A new study shows Canadians are not as upbeat about the second wave as Americans

Canadians continue to experience mental health difficulties due to the pandemic, with one in four saying their stress level is higher than during the first COVID-19 wave, according to a new poll.

The online survey by Leger and the Association for Canadian Studies found that only 19% of Canadians say their mental health is better now than in March and April as infection rates tick up and autumn sets in.

However, about 54% said their mental state is about the same as when the coronavirus first struck the country.

We're concerned about the length and severity of the pandemic

Participants cited concerns about the length and severity of the pandemic as their biggest source of anxiety, followed closely by social isolation and family health.

Canadians proved less upbeat than their American counterparts, of whom 24% said their mental health had improved since the outbreak began while only 16% felt worse off, despite high case numbers across swaths of the United States.

Virtually half of Americans surveyed said their mental health was very good or excellent, compared with about one in three Canadians.



SUPPORTING YOUR STAFF

Three ways to help reduce anxiety

Encouraging workers to give input on health and safety practices in the workplace can be helpful in reducing their worries and help management in mitigating risks.

Mental health resources — such as employee assistance programs — can also be a helpful for employers in supporting their employees' well-being.

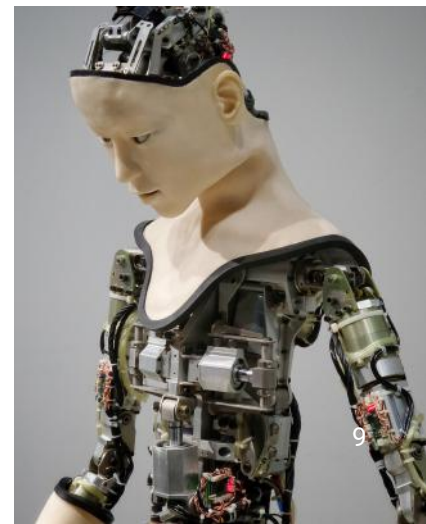
Employers should initiate the conversation on mental health in their workplace and encourage staff to make use of all resources and programs available.

What will work look like in 2035?

Seventy-two per cent of professionals believe technology and AI will generate more revenue than human workers

[Read more online at HRReporter](#)

HRReporter
CANADIAN



Under-reporting in injuries related to awareness of hazards, IWH report finds

The latest newsletter from the **Institute for Work & Health (IWH)** reports on a study conducted in British Columbia, Alberta and Ontario by the IWH that shows workers are more likely to report injuries at work when they are engaged in work exposing them to a common work hazard.

This under-reporting was consistent in all three provinces; little difference in reporting levels was found among them.

Workers who were exposed weekly to one or more of nine common work hazards were more likely to report their injuries. The study



Reporting work injuries immediately helps you and your employees

concluded that more research is needed but suggested the results may have to do with levels of awareness about the importance of injury reporting.

Will the COVID-19 virus kill the office as we know it today?

We are at a cultural turning point

Big Tech was first to send workers home. Now it's in no rush to bring them back. Companies like Google, Microsoft, Amazon and Twitter are not waiting on government approval to bring people back. In fact, Twitter has told most of its 5,100 employees that they can just work from home forever if they want to.

[Laurent Lapierre, professor of workplace behaviour and health at the University of Ottawa](#), thinks it's possible that many

organizations won't return to the same old office life. Companies that remove the central workspace will likely struggle with disengaged employees, low productivity and a blurring of work and home life.

Technology will become key for monitoring work performance, but it's not clear how effective that will be. So-called surveillance software can make the dream of remote work feel like a nightmare.

Balancing home life with work life — and drawing clear boundaries between the two — may also become very difficult.

And what about that home office? Is it healthy and safe from an ergonomic standpoint? Who is responsible for that and who will foot the bill?

While we may visit our offices less, most agree we still need the occasional connection to others even though our time together at the office will look very different.

CCOHS toolkit helps workplaces build customized COVID-19 plans

COVID-19 Health and Safety Resources at new online hub

The Canadian Centre for Occupational Health and Safety (CCOHS) has launched a new customizable toolkit resource to help workplaces across Canada operate safely and prevent the spread of infection during the COVID-19 pandemic.

Anchored by the COVID-19: Workplace Health and Safety Guide, the online hub provides one-stop access to more than 40 free resources to reduce the spread and protect everyone in the workplace.

“Every workplace has unique challenges and risks associated with operating during the pandemic,” said CCOHS president and CEO Anne Tennier. “It’s important that workplaces have the comprehensive guidance they need to operate safely and prevent the spread of infection regardless of what stage of reopening or working they are in.”



Resources



"Challenge yourself to find new ways to maintain human connectedness for your staff."

Liz Scott

Do SuperWarehouses like Amazon need a new classification?

Newsire October 23, 2020

Regulators in Washington state are considering what would effectively be a separate industrial classification for Amazon's fulfillment centres because the volume of claims from the facilities is driving up rates for all warehouses.

Under the department's proposal, the rate for fulfilment centres would increase to \$2.1733 in 2021. Meanwhile the rate for all other warehouses would drop to \$1.5142.

"The boxes may be smiling but many Amazon employees are not."

- From a CBC report on Amazon injury rates



More on this story

According to the report, injury rates at Amazon's facilities in the U.S. more than tripled -- from 4 claims per 100 full-time employees in 2014 to 15 claims per 100 workers in 2018. Over the same period, frequency at all other facilities covered by the warehouse classification fell from 11.5 claims per 100 workers in 2014 to about 10 claims per 100 workers in 2018.

Meanwhile, Amazon's warehouses with robots, which Amazon says help reduce worker injuries, actually have **higher injury rates** than warehouses without automation, according to internal Amazon records obtained by **Reveal from the Center for Investigative Reporting**. The stunning fact comes as part of a broader report investigating rising injury rates at Amazon warehouses across the country. It's important to note that Amazon has not responded to these allegations.

Advertisement

There's more to us than meets the eye

Attendance Support (absence prior to the STD threshold)
Leaves of Absence (Care Giver, Parental, etc.)
Accommodation Services under Human Rights and provincial disability legislation
Coordination of Specialized Psychological Program (Cognability) for Mental Health claims
Coordination of Pharmacogenetics Testing

Coordination of Independent Medical Evaluations
Ergonomic Assessments
Physical and Cognitive Demands Analyses
Paralegal Services for Workers' Compensation
Advice to Pay Services
Training and Development

Take a closer look at OSI



BRITISH COLUMBIA

WORK SAFE BC



Claims Call Centre

Phone: 604.231.8888 (Lower Mainland)

Toll-free: 1.888.967.5377 (Canada)

Fax: 604.233.9777 (Lower Mainland)

Toll-free: 1.888.922.8807 (Canada)

Hours of operation: Monday to Friday, 8 a.m. to 6 p.m.

Mail: PO Box 4700 Stn Terminal, Vancouver, B.C. V6B 1J1

www.worksafebc.com/en

No changes anticipated.

WorkSafeBC announces that the preliminary average base rate for 2021 will remain unchanged

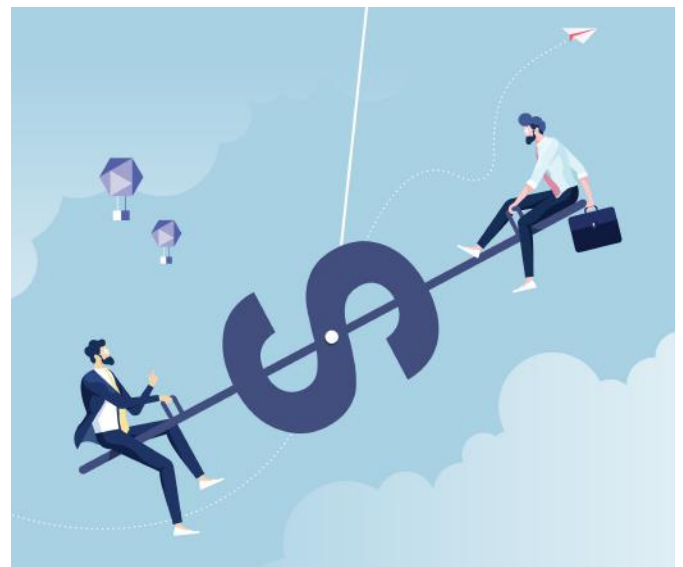
WorkSafeBC announced on September 23, 2020 that the preliminary average base rate for 2021 will remain unchanged at 1.55 percent of employers' assessable payroll. This will be the fourth year in a row that the average base rate has remained at this level, consistent with WorkSafeBC's goal of keeping rates stable.

Annual base premium rates are driven by injury rates, return-to-work performance and the resulting cost of claims, as well as investment performance relative to required rates of return.

Each year, the costs in some rate groups go up, some go down and others stay the same. In 2021, 46% of employers in B.C. are projected to experience a decrease in their industry base rate, 43% will see their industry base rate increase and 11% will see no change.

WorkSafeBC's strong financial position in recent years has allowed the average base premium rate to be discounted below the average cost of claims, with the difference funded from higher-than-required investment returns. The preliminary average base rate of 1.55% for 2021 is less than the expected cost rate of 1.84%.

Consultations with stakeholders took place in October. These consultations are an opportunity for WorkSafeBC to provide information about upcoming proposed rates and injury trends in B.C., and to discuss how to prevent injuries and reduce claim costs. Further details are posted online at worksafebc.com



WorkSafeBC's strong financial position in recent years has allowed the average base premium rate to be discounted below the average cost of claims, with the difference funded from higher-than-required investment returns. The preliminary average base rate of 1.55% for 2021 is less than the expected cost rate of 1.84%.

Bill 23: Changes to the Workers Compensation Act Are Now in Effect



Bill 23, which introduces significant changes to the Workers Compensation Act received royal assent on August 14, 2020. The Act contains 34 provisions including changes relating to compensation, assessment, and occupational health and safety matters. Bill 23 was tabled by Minister of Labour, Harry Bains, on July 14, 2020.

Changes to the Workers Compensation Act will provide better support to injured workers and their families and enhance WorkSafeBC's ability to investigate workplace incidents, while keeping premiums low.

The proposed changes focus on improving supports for injured workers, while also advancing worker safety. The proposed changes focus on improving supports for injured workers, while also advancing worker safety.

The changes include:

- raising the maximum annual salary amount on which workers' compensation benefits are based;
- authorizing WorkSafeBC to provide preventative medical treatment before a claim is accepted;
- giving powers to the court to issue WorkSafeBC search and seizure warrants that are appropriate for investigating workplace safety infractions;

- giving people a voice in serious workplace prosecutions and trials by using victim impact statements.

Fast-tracking presumption

This legislation will fast-track the effective date of presumptions if established by WorkSafeBC's board of directors for occupational diseases caused by viral pathogens.

The presumption would simplify the process for workers who make a workers' compensation claim if they contract viruses on the job. This would ensure that people who are at higher risk of contracting COVID-19 at work are able to access benefits more quickly.

[Learn more at the Province's news site, BC Gov News](#)



BC will fast-track implementation of COVID-19 presumption determinations

Postponed - September 2020 public hearing on proposed changes to the Occupational Health and Safety Regulation

In light of the provincial election, WorkSafeBC's upcoming virtual public hearing on proposed changes to the Occupational Health and Safety Regulation has been postponed. When a new date and time have been determined, the details will be sent via enews.

If you need support

Some businesses may still be facing challenges during this time; if you can't make your payment by October 20, call 604.244.6375 to discuss an option to pay your premiums in monthly instalments of ¼ of your outstanding balance.

Inspections to focus on education, not punishment

"We are going to start off small, but by this time next week you are going to start seeing inspectors on worksites," head of prevention services for WorkSafeBC Al Johnson said.

The legislation will fast-track the effective date of presumptions if established by WorkSafeBC's board of directors for occupational diseases caused by **viral pathogens**. The presumption would simplify the process for workers who make a claim if they contract viruses on the job. This would ensure that people who are at higher risk can access benefits more quickly, says the government.



WorkSafeBC reports more than 300 violations of COVID-19 safety rules

One-third of the violations were in the service sector, which includes salons and restaurants

WorkSafeBC has issued more than 300 orders due to workplaces not following COVID-19 rules as of the beginning of the month.

According to the agency, there have been 334 orders issued following workplace inspections that found health and safety violations as of July 3. These come as a result of businesses not following their COVID-19 safety plans, which were necessary for many places to reopen as COVID-19 restrictions loosened in Phases 2 and 3.

Of those, 104 were in the services sector (includes salons and restaurants), 82 were in manufacturing, 65 were in trade (this includes grocery stores), 60 were in construction, 18 were in the primary resource sector, three were in the public sector, and two were in transportation and warehousing.

B.C. boosts benefits for injured workers, but stops short of expensive overhauls

B.C.'s NDP government is boosting benefits for injured workers, but stopping short of fully implementing recommendations from an expert review that would have cost the workers' compensation system hundreds of millions of dollars during the COVID-19 pandemic.

Labour Minister Harry Bains introduced legislation this week that would raise the maximum salary on which compensation claims are based to \$100,000, from the current \$87,100. If passed, the bill would also let WorkSafeBC determine a person's retirement date for benefits (rather than

simply use the age of 65), extend the time limit to make workplace claims for traumatic events or mental stress, and allow coverage for some medical treatments and mental health counselling before a determination is made on the validity of the claim.

The B.C. Business Council said most of the recommendations are reasonable, but criticized government's decision to implement them during a pandemic, when many businesses are going bankrupt and can't afford extra costs.



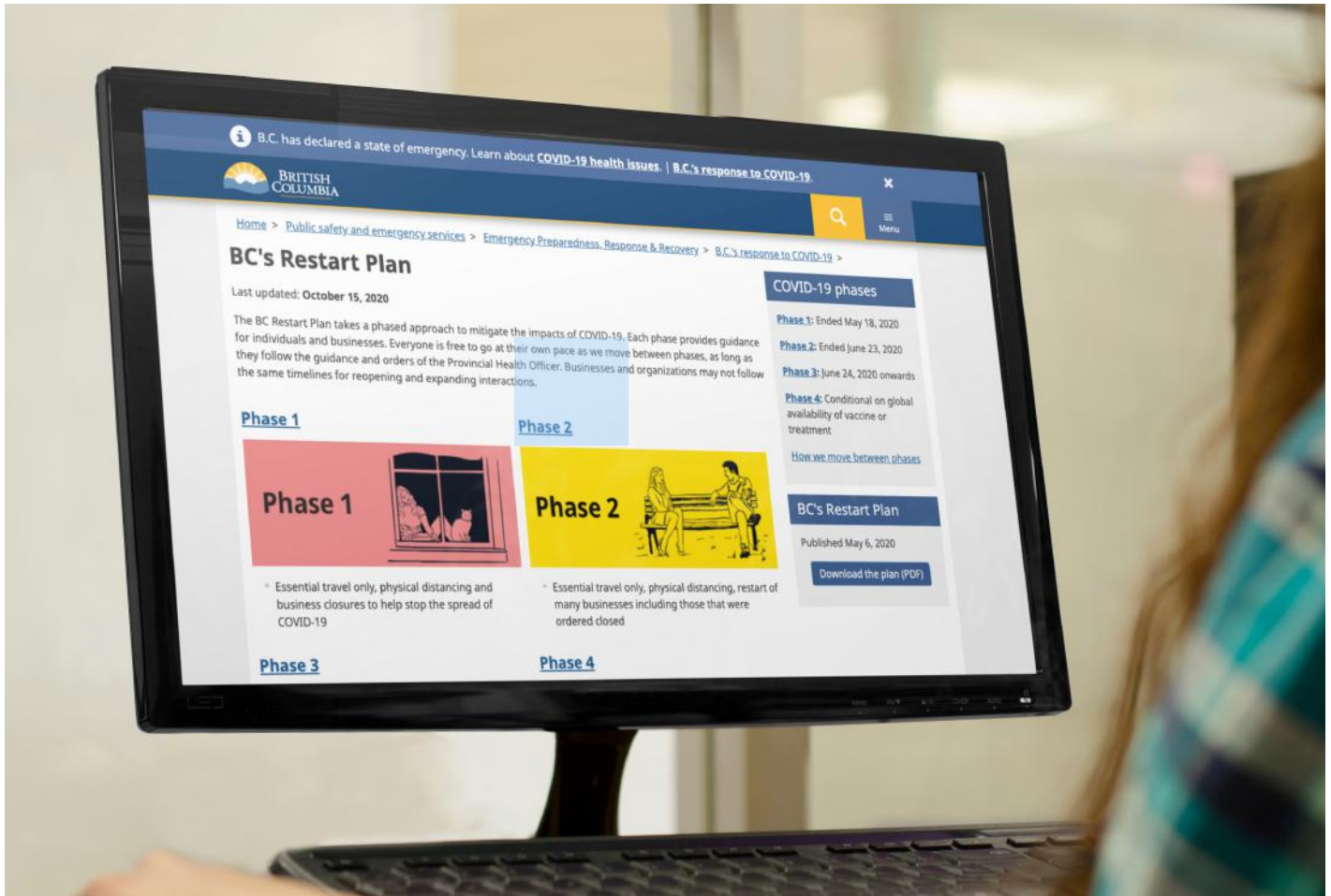
Construction sector split on Workers' Compensation changes in B.C.

BC trade unions are praising proposed changes to the province's Workers' Compensation system, which they say restores balance with compromises the whole industry can live with. But many employer groups disagree, calling the changes poorly thought out and badly timed.



B.C. Minister of Labour Harry Bains has implemented changes to the workers' compensation system that boost benefits. "It serves as a critical safety net to help workers recover without worry and reflect a century-old commitment to workers that they will receive compensation for workplace injuries from a system fully funded by employers," he said.

WorkSafeBC and COVID-19



WorkSafeBC reminds us about the importance of worker safety as businesses begin to resume following COVID-19; the [BC Restart Plan](#) takes a phased approach to mitigate the impacts of COVID-19.

REMINDER: EMPLOYERS MUST PREPARE A 6-STEP COVID-19 SAFETY PLAN

As B.C. returns to safe operation, employers are reminded that they must prepare a **COVID-19 Safety Plan** that outlines the policies, guidelines, and procedures they have put in place to reduce the risk of COVID-19 transmission.

The plan must be posted at the worksite, as per directions from the Provincial Health Officer. Everybody has a part to play - employers, workers, the owner, contractors and other people at the workplace all have a responsibility to prevent exposure to COVID-19 in the workplace.



[Link to BC's Restart Plan](#)

Links to help you prepare your safety plan



Deferral of Q1 and Q2 payments ended October 20

A reminder to employers: the deferral period for Q1 and Q2 assessment premiums ended on October 20, 2020.



[COVID-19 Safety Plan directions](#)

[Read more about inspections](#)

[Protocols for phases 2 and 3](#)

You don't have to submit your company's COVID-19 Safety Plan, but you must post it at your workplace.

No further extensions for diving medical certificates

Effective October 1, 2020, all divers who currently hold a valid WorkSafeBC diving medical certificate should arrange to have their dive medical performed prior to the medical certificate's expiry. There will be no further extensions to expiration dates at this time.



Employers must pay their premiums for Q1, Q2, and Q3 in full by this date, and return to their regular reporting and payment schedule going forward.

What do you need to do?

Log in to your online services account (or refer to your most recent Statement of Account) to identify the amount deferred from Q1 and Q2.

Determine the premiums for Q3 by reporting your quarterly payroll – online or by completing a Payroll and Payment Form.

As a reminder, if you receive a CEWS subsidy, you do not have to include the wages of any furloughed workers (i.e., those on paid leave and not working) in your calculation of assessable payroll.



ALBERTA



Workers' Compensation Board of Alberta

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Telephone: 780-498-3999

Toll-Free in Alberta: 1-866-922-9221

Toll-Free outside Alberta: 1-800-661-9608

Claims Toll-Free Fax: 1-800-661-1993 (in Canada)

Fax claims to: 780-427-5863 (outside of Canada)

www.wcb.ab.ca

COVID-19 cost relief for Alberta employers

The widespread impact of COVID-19 and the resulting business disruption have caused unprecedented challenges for employers. Alberta employers have asked WCB for cost relief to reduce the direct financial impact of COVID-19 claims and extended periods of disability for other claims due to treatment delays.

In response to feedback from stakeholders, **WCB-Alberta is implementing cost relief measures that will offer the most extensive COVID cost relief in the country and will relieve approximately \$10 million** in claim costs from employers' experience.

These measures are designed to reduce the financial impact of COVID-19 affected claims that were outside of an employers control, and

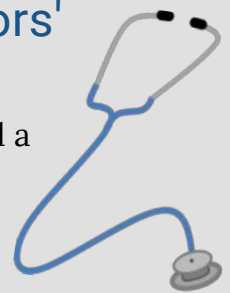
extended periods of disability for other claims due to treatment delays. This will be carried out in the third quarter of 2020.

WCB-Alberta has published a **COVID-19 cost relief Q&A information sheet** to provide more background. [Click for access.](#)

WCB identifies a primary reference for doctors' evaluations

WCB-Alberta has identified a primary reference, called **AMA Guides to the Evaluation of of Disease and Injury Causation**, for use by

WCB Physicians and Medical Consultants to evaluate causation for workplace claims. This reference will provide a standard approach in the evaluation of causation that is fair and impartial.

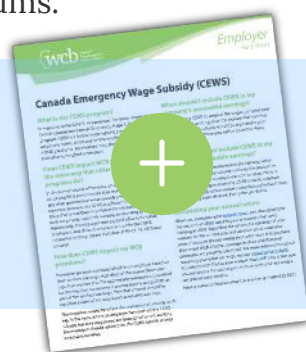


CEWS NEWS

Answers to employers' questions about CEWS

Canada Emergency Wage Subsidy (CEWS) can help employers retain workers during the pandemic. Learn how this subsidy program impacts your WCB premiums.

Find an [employer fact sheet here](#), about the Canada Emergency Wage Subsidy (CEWS).



You'll find answers to these questions on the Employer Factsheet:

- Does CEWS impact WCB premiums in the same way other wage subsidy programs do?
- How does CEWS impact my WCB premiums?
- When should I include CEWS in my company's assessable earnings?
- When should I not include CEWS in my company's assessable earnings?
- Completing your annual return

How do the Province's new cost relief measures impact your organization?

WCB will now automatically remove costs from employers' experience records for:

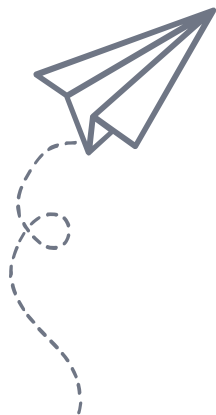
- COVID-19 claims.
- Claims where modified work was no longer available for no-time-loss claims due to the provincial shutdown.
- Claims where the worker became fit for work during the shutdown, but the employer could not offer modified work because of the shutdown (modified work must have been offered within two weeks of the provincial re-opening).
- Claims where there were delays in hospital admission and surgeries due to the pandemic.

This relief also includes an administrative change that could **positively affect your experience rating on your claim reports**. WCB is changing the status of lost-time claims to no-time-loss when the only reason they became lost time was due to modified work not being available during the shutdown. Although there are no actual costs to relieve, the status of the claim on the experience record will be changed, which could positively impact your premiums.

The work to relieve these costs from employers' experience records began in September. Employers will be notified of the costs changes on their accounts.

A reminder that WCB-Alberta has gone paperless

Employers can get their 2021 premium rate statement in December by logging into their myWCB account. Don't have access to myWCB? [Sign up by Nov. 19 to access your statement online.](#) myWCB also allows you to obtain clearances, report claims, file your annual return and access other helpful information.



Find a candidate or post your job for free

WCB has moved to an employment and recruitment search engine called [WCB Job Connections](#). Employers can post jobs and search for candidates there.

Job developers are available to help. This short video shows you just how easy it is to register.



"Did you catch COVID at work?"

Many employers have moved to work from home to limit the exposure their staff might have to COVID-19. However, in a lot of businesses that isn't an option. And if your employee comes to you saying they caught COVID-19 at work, what's your response?

How is WCB responding to pandemic claims?

Alberta's Workers' Compensation Board ("WCB") has answers for you.

They appear to be taking a similar approach to Ontario and B.C., implying that certain industries and types of work will have a greater likelihood of entitlement. The WCB has published a bulletin addressing when COVID-19 will be covered. The bulletin states that individuals will be entitled to workers' compensation if:

- the nature of the employment involves significant exposure to the source of infection; and
- the nature of the employment is shown to be the cause of the condition;
- or
- the nature of the employment creates a greater risk of exposure for the worker.

The WCB states that it will accept claims where there are COVID-19 symptoms present, but no medical documentation that confirms a diagnosis of COVID-19, as long as the above criteria are met. The WCB also provides examples of what might constitute a work-related COVID-19 case. However, in every case, the WCB will continue to assess work-

relatedness and benefit entitlement based on the specific and unique circumstances.

It should be noted that Alberta has specific reporting requirements with respect to work-related COVID-19 cases.

Employers are required to report cases of COVID-19 to the WCB where a worker is at a greater risk than the general public of contracting the virus while at work, and that worker loses time from work after contracting the virus. Employers need not report cases where one staff member caught COVID-19 from a co-worker, however.





SASKATCHEWAN

wcb

Saskatchewan
Workers'
Compensation
Board



Saskatchewan Workers' Compensation Board Claims Call Centre

Phone: 604.231.8888 (Lower Mainland)

Toll-free: 1.888.967.5377 (Canada)

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Hours of operation: Monday to Friday, 8 a.m. to 6 p.m.

Mail: PO Box 4700 Stn Terminal, Vancouver, B.C. V6B 1J1

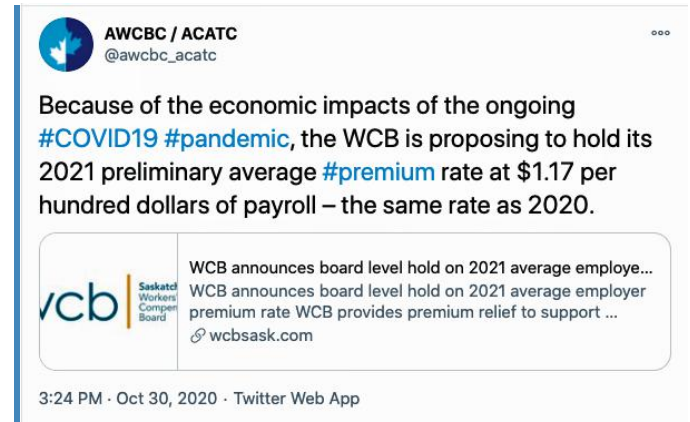
<http://www.wcbsask.com/>

WCB Saskatchewan announces board level hold on 2021 average employer premium rate

Saskatchewan Workers' Compensation Board (WCB) announced there will be a board level hold on the 2021 average employer premium rate. Because of the economic impacts of the ongoing COVID-19 pandemic, the WCB is proposing to hold its 2021 preliminary average premium rate at \$1.17 per hundred dollars of payroll – the same rate as 2020. The announcement was made Oct. 28 at the WCB's annual preliminary rate information meeting teleconference with Saskatchewan employers, workers and stakeholders.

“The two key drivers of the premium rate are claims costs and payroll. Claims costs are historically on the rise and, due to COVID-19 in 2020, payroll is down in Saskatchewan, similar to most other provinces,” said the WCB's CEO Phil Germain. “With certain industries, employers and workers dealing with the financial stress associated with COVID-19, the board has looked at how to help employers manage the ongoing impact of the COVID-19 pandemic and keep this economy moving forward. To do this, we are proposing to hold the 2021 average rate.”

Under the WCB's rate model, the WCB calculated the 2021 average preliminary required rate to be \$1.23 per hundred dollars of payroll without the board level hold. The increase is partially because of the economic slowdown caused by COVID-19 and an increase in compensation and health-care costs.



Given the level of uncertainty surrounding the future of the pandemic, the WCB is proposing a hold for 2021 and won't pass those costs onto employers.

By holding the rate at \$1.17, the WCB will save employers approximately \$13.4 million in 2021 premiums. The premiums collected are not expected to cover estimated costs in 2021, which will result in a loss from operations and reduce the Injury Fund.

With the 2021 rate proposal:

- The WCB is proposing to limit the increases and decreases in industry rates to no more than 10 per cent. These measures are proposed as a way to limit the negative economic impact from the COVID-19 pandemic.
- Actual industry premium rates for approximately 29 per cent of Saskatchewan's employers will increase next year.
- Actual industry premium rates for approximately 71 per cent of Saskatchewan's employers covered by the WCB will see a decrease or no change for 2021.
- The overall 2021 proposed average employer rate will be held at \$1.17 per hundred dollars of payroll.



MANITOBA



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SAFE Work Manitoba online training helps prepare workers to return to workplace during COVID-19



SAFE Work Manitoba is promoting a new, interactive online course to help ensure safety in the workplace during the COVID-19

The COVID-19: Best Practices for a Safe Workplace course, which complies with provincial health guidelines, helps prepare workers to return to the workplace and learn how to reduce the risk of catching or spreading COVID-19 in the workplace, keeping themselves, their co-workers and customers safe.

“Our goal is to provide employers with the resources they need to recover safely from this pandemic,” said Jamie Hall, Chief Operating Officer of SAFE Work Manitoba.

“We’re encouraging all workers to take this course – you might learn something you didn’t know about COVID-19 and share it with your customers or other workers in your family.”

SAFE Work Awards celebrates Manitoba safety champions

It is more important than ever to recognize Manitobans who are going above and beyond to ensure safety and health is a priority in their workplaces.

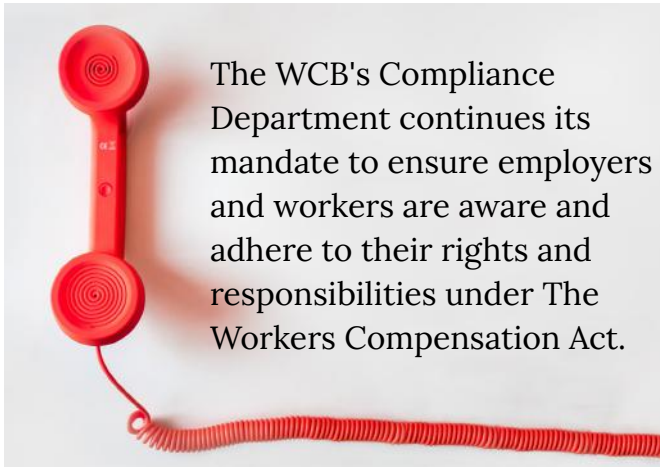
Each year, a Manitoba worker, workplace safety and health committee, and workplace are each recognized with a SAFE Work Award for their strong commitment to the health and safety of their employees, co-workers and customers. SAFE Work Manitoba is proud to announce **the winners of the 2020 SAFE Work Awards:**

- **Worker SAFETY Award:** Donna Arksey, former Safety Officer at the Municipality of Harrison Park (Onanole)
- **SAFETY and Health Committee Award:** Birchwood Lexus Toyota Health and Safety Committee (Winnipeg)
- **SAFETY Culture Award:** St. Amant (Winnipeg)

A group of Manitoba high school students are also being recognized for a video project that educates their peers about the importance of workplace safety.

The winners of SAFE Work Manitoba’s Norm the Safety Contest: Make Safety the Norm! are Jackson Ali, Charlotte Brandao, Connor Fletcher, Tristan Fredrickson, Rudy Kreutzer, Haley Kutz, Nicole Lavallee, Brennan McDonald, Sydney Morris, Milla Richards, and Ryan Wall from École Oak Park High School in Winnipeg, who received first-place for their video Workplace Nightmares, a tongue-in-cheek look at what can happen when workers don’t receive proper safety training.

WCB Compliance Tip Line



Their tip line provides Manitobans the opportunity to anonymously report suspected fraud or non-compliance. Call 204-888-8081 in Winnipeg, toll-free 1-844-888-8081 or email compliance@wcb.mb.ca.

Add or change contacts on your Employer Account

Did you know you can add multiple contacts to your account at any time throughout the year and even add an external party, such as an advocate or consultant, to have access to some of your information.

The WCB treats your information as private and confidential, and is bound by confidentiality policies to safeguard your account information.

WCB President & CEO Steps Down After Eight Years

Winston Maharaj, President CEO, has stepped down from his position effective October 30, 2020. Maharaj joined the WCB in December 2011 in his current role.



After 28 years of public service, Maharaj has made the decision to semi-retire.

"I am proud of the accomplishments made by this organization and, most of all, I am proud of the people who work for the WCB and give it their all, day in and day out," said Maharaj.

"Over the past eight years, we have come together to drive injury rates down, effectively support and help injured workers in times of need and drive our costs and related premiums down for participating employers."

"Winston's expertise and guidance has been instrumental in successfully achieving important strategic initiatives and supporting the organization's long-term vision."

Michael Werier, Chairperson of the Board of Directors of the WCB.



ONTARIO



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WSIB freezes premium rates for Ontario businesses

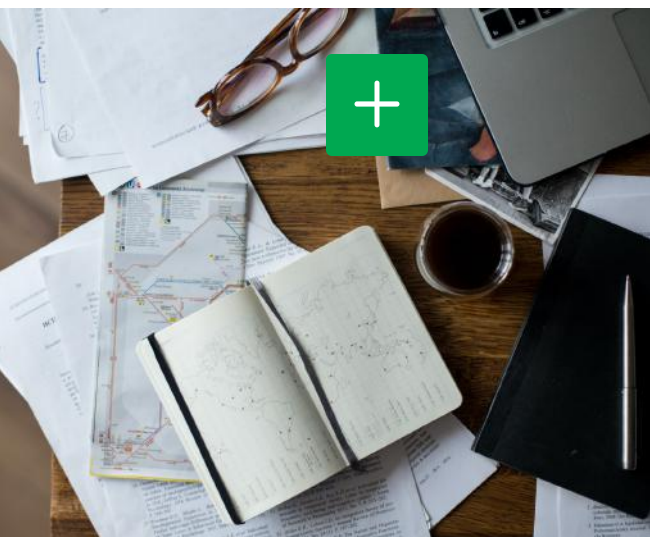
Ontario's Workplace Safety and Insurance Board (WSIB) announced on October 1, 2020 that premium rates for Ontario businesses will be **frozen at the same levels paid in 2020**.

The WSIB has also adjusted its Health and Safety Excellence program to focus on pandemic-readiness for all businesses. By completing topics in the program through an approved provider, businesses can be eligible for premium rebates.

Any business that deferred its premiums this spring is being given until Jan. 1, 2021 to begin repayment and will have until June 30, 2021 to complete that payment without interest or penalty.

WSIB financial relief package

More details about the financial relief package for Ontario businesses.



After four years of decreases that cut the average premium rate almost in half, WSIB announces rate freeze

“By holding premium rate levels for 2021 we are giving Ontario businesses some certainty in these uncertain times,” said Elizabeth Witmer, chair of the WSIB, in a release. “Being in a strong financial position allows us to maintain services for people who need them and hold premium rates steady.”



HOW TO READ YOUR STATEMENT

TRANSITION

As part of keeping rates the same in 2021 as they were in 2020, WSIB's staggered approach to help businesses gradually move to any projected rate increases under our new rate-setting model has been updated:

- ▶ In 2022, businesses with projected premium rate increases will move up a maximum of 5% from their 2021 rate.
- ▶ In 2023, businesses that have not yet reached their projected premium rate will move up a maximum of 10% from their 2022 rate.
- ▶ Any projected decreases will automatically be applied to your rates in 2022 and 2023
- ▶ Starting in 2024, our policies for premium rate setting under the new model will be fully in effect. Businesses with projected premium rate increases or decreases will see their rates move up to 15% per year, until they reach their projected premium rate.

Bill 218 to introduce COVID-19 liability protection

On October 20, 2020, Ontario introduced Bill 218, Supporting Ontario's Recovery and Municipal Elections Act, 2020 (Bill 218) for First Reading.

Bill 218 could give employers a degree of liability protection around COVID-19

Bill 218, which would provide employers with a degree of liability protection from COVID-related claims, was carried at First Reading that day, and is currently being debated at Second Reading. If Bill 218 is allowed to proceed past Second Reading, it must still pass through other stages before it can become law.

If Bill 218 is enacted in its current form, the Act would provide that, with some exceptions, a cause of action will not arise against any "person," as a direct or indirect result of an individual being infected with or exposed to COVID-19 on or after March 17, 2020, if, at the relevant time:

- The person acted or made a "good faith effort" to act in accordance with applicable public health guidance and any federal, provincial or municipal law relating to COVID-19; and
- The act or omission of the person does not constitute gross negligence.
- The person acted or made a "good faith effort" to act in accordance with applicable public health guidance and any federal, provincial or municipal law relating to COVID-19; and

- The act or omission of the person does not constitute gross negligence.

Notably, the Act has retrospective effect. It bars proceedings directly or indirectly relating to such matters (regardless of whether the cause of action on which the proceeding is purportedly based arose before, on, or after the day the Act comes into force), and deems any proceeding that may exist when the Act comes into force dismissed without costs.

What does this mean for employers?

During the legislative process -- debate, review, and a potential request for public input -- Bill 218 could be amended and then passed in a form different from today's.

Or, it could be passed as it sits today, or not at all.

If passed in its current form, and except as provided above, Bill 218 would prevent legal action from being brought against companies that make an honest effort to act in accordance with applicable public health guidance and any federal, provincial or municipal laws relating to COVID-19.

We will follow Bill 218's progress as it moves through Ontario's Legislature and report on further updates.



How does Ontario's Bill 128 compare to Alberta's protections?

Alberta has specific reporting requirements with respect to work-related COVID-19 cases.

Employers there are required to report cases of COVID-19 to the WCB where a worker is at a greater risk than the general public of contracting the virus while at work, and that worker loses time from work after contracting the virus.

Employers need not report cases where one staff member caught COVID-19 from a co-worker, however.

It bars proceedings directly or indirectly relating to such matters (regardless of whether the cause of action on which the proceeding is purportedly based arose before, on, or after the day the Act comes into force), and deems any proceeding that may exist when the Act comes into force dismissed without costs.

Quick Facts

British Columbia and Nova Scotia also have legislation in place to help protect workers supporting communities during the COVID-19 pandemic.

Ontario's November 5th budget will address COVID-19 costs



Ontario's next budget – to be released Nov. 5 – will serve as a multi-year action plan to help those impacted by the COVID-19 pandemic and to fire up the sagging economy, Finance Minister Rod Phillips says.

Premier Doug Ford said his government has been providing financial support throughout the crisis, including help with electricity prices during the peak lockdown in the spring.

“And we provided another \$11 billion in supports for people and employers to keep more money in their pockets when they needed it most, including tax deferrals, WSIB premium reductions,” Ford said. “We banned commercial evictions, and we worked with our federal partners to set up a commercial rent relief program for small businesses.”

Many individuals and businesses have stressed the need for more resources as the pandemic-related supports taper off while COVID-19 continues to negatively impact their livelihoods.

ICI employers earn break in WSIB rates starting next year

Ontario's ICI construction sector received good news recently with the announcement that the provincial government has approved a reclassification of the WSIB G1 rate for next year, meaning lower premiums for ICI employers.

The move reflects three-year trending statistics showing that the ICI sector works more safely than low-rise residential, Ontario General Contractors Association (OGCA) director of government relations David Frame explained, convincing the Workplace Safety and Insurance Board that it was not fair to burden ICI employers with the higher premiums associated with greater pooled risk.

Ontario Minister of Labour, Training and Skills Development Monte McNaughton made the announcement at a League of Champions safety webinar on June 17.

WSIB rules permit a change in classification if one segment can show divergent long-term-injury (LTI) rates compared with others in the class over three years. That's what the ICI contractors have done. WSIB data showed that rate group 764, the homebuilders group in the former system, had a 1.8% lost-time injury (LTI) rating in 2018, up from 1.73% in 2012. The ICI sector, until 2020 in rate group 723, had a 0.69% LTI rating in 2018, down 34% from 2012.



Work-from-home by the numbers: Stats Can



< 10%

Pre-pandemic, less than 10% of people were permitted to WFH, and even that was intermittent

>40%

In April 2020, it's estimated that over 40% of Canada's workers were working remotely

>25%

More than 25% of Canadian employers said they plan to offer the option to WFH following the Pandemic

1/2

Before COVID-19, about 40% of employers had concerns about productivity and WFH; today, that number's less than 20%

75%

75% of remote workers indicated that they're satisfied with their WFH set up

36%

However, fully 36% reported feelings socially isolated and struggled to balance their work/life balance

1/3

Nearly one-third of respondents said they work longer hours now that they work from home

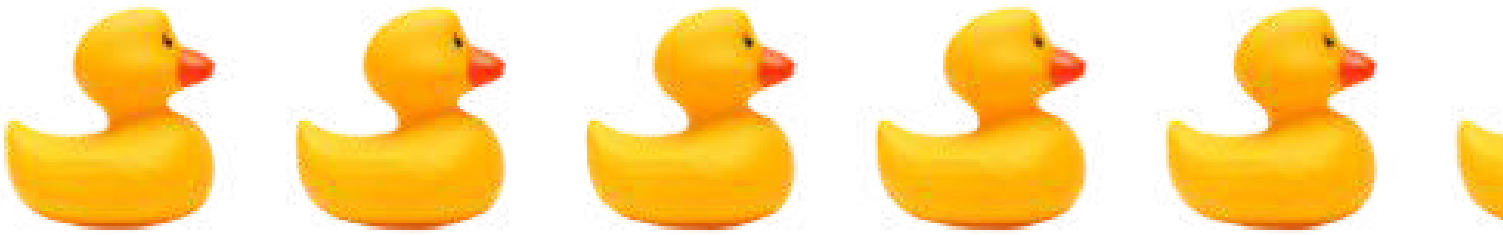
Can an employee sue me for getting COVID-19?

In Ontario, there is a general legal duty of care on employers to provide a safe workplace for workers and third parties. This general duty applies to the current COVID-19 crisis.

If the duty is not met (for example, an employer refuses to ensure that physical distancing is maintained), an employee might be able to start a lawsuit seeking damages.

However, in practice, many injured workers cannot exercise this right. The Workplace Safety and Insurance Act (WSIA), which governs Workplace Safety and Insurance Board (WSIB) claims, establishes a “no-fault” system that provides benefits to eligible employees who have suffered a workplace injury in exchange for removing the employee’s right to sue.





Getting your WFH ducks in a row

As employers settle into the "new normal", these are just some of the tactics you can use in managing WFH arrangements.

Develop a Comprehensive WFH Policy - Clearly communicate expectations for employees while they are WFH

Be aware of WSIB and Occupational Health and Safety Obligations - the concept of "workplace" is defined broadly in applicable legislation. Accordingly, an employee's home office is reasonably considered an extension of the "expanded workplace". As such, employers need to ensure that employees understand the importance of working safely.

Maintain an Open Line of Communication - maintain or increase touch points with employees working remotely.

Utilize All Available Technology - Slack, Zoom and Microsoft Teams, are just a few of the emerging tools that make workplace collaboration smoother.

Establish a Cyberbullying Policy - Be sure employees understand that cyberbullying is part of your organization's harassment policy and won't be tolerated.

Encourage Employees to "Sign-Off" and Monitor Overtime - Watch that the lines between their home and work lives don't blur.

Offer Mental Health Support - Employers can take an active role in their team's health and wellbeing.

Based on content by Arjun Dhir, CCPartners, in Mondaq.com



Tom Barber appointed Fair Practices Commissioner

Tom Barber has been appointed Fair Practices Commissioner, taking on the independent role of ensuring fair practices at the Workplace Safety and Insurance Board (WSIB).

The five-year appointment, made by the WSIB's Board of Directors, came at the conclusion of an open competition and is effective November 2. Barber joined the Fair Practices Commission in 2017 as Deputy Commissioner, and fulfilled the role of Acting Commissioner from January to August 2018. He previously held progressive management positions in the Ombudsman of Ontario office.

The Fair Practices Commission performs a valuable role in ensuring the workplace injury and illness insurance system is accountable and transparent, says the WSIB news release. However, in practice, many injured workers cannot exercise this right. The Workplace Safety and Insurance Act (WSIA), which governs Workplace Safety and Insurance Board (WSIB) claims, establishes a “no-fault” system that provides benefits to eligible employees who have suffered a workplace injury in exchange for removing the employee’s right to sue.

Independent, neutral and confidential, the Fair Practices Commissioner hears complaints about the service they receive at the Workplace Safety and Insurance Board.



Workplace Safety and Insurance Board names nine farms with 700+ claims

More than 700 COVID-19 claims have been made to the Workplace Safety and Insurance Board across several farms in Windsor-Essex and Chatham-Kent.

New data from the WSIB names nine farms across the region, including some located in Leamington, Kingsville and Thamesville, with dozens of registered claims **since Aug. 11**. The information pinpoints specific locations that experienced a surge in cases.



COVID-19 cases among workers in the agricultural sector have accounted for nearly half of all the cases seen in Windsor-Essex. The health unit has said the majority of these cases are among migrant farm workers. Two foreign workers have died locally after testing positive for COVID-19.

Ontario Building Health and Safety in Indigenous Workplaces and Communities

On August 11, 2020, Greg Rickford, Minister of Energy, Northern Development and Mines; Minister of Indigenous Affairs, on behalf of Monte McNaughton, Minister of Labour, Training and Skills Development, announced Ontario is investing \$280,500 to help Nokiiwin Tribal Council provide culturally-appropriate training and programs.

This funding will go towards programs to help protect the health and safety of workers from First Nations communities in Northwestern Ontario by addressing mental health and workplace violence and harassment, as well as expanding supports for vulnerable workers.



Investment will support mental health and workplace safety programs

Since 2015, the Ministry of Labour, Training and Skills Development has provided over \$1.1 million in funding to Nokiiwin Tribal Council.

Nokiiwin Tribal Council's mandate is to provide culturally-appropriate advisory services and training opportunities that enhance growth and prosperity for member communities in response to their individual needs and priorities.

Nokiiwin Tribal Council member communities within the Robinson Superior Treaty area: Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon Ojibway), Bingwi Neyaashi Anishinaabek (Sand Point), Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay), Fort William First Nation, Netmizaaggamig Nishnaabeg (Pic Mobert).

WSIB claims from LTC workers could be tip of the iceberg, union says



The majority of COVID-19-related claims to the Workplace Safety and Insurance Board (WSIB) from workers in Ottawa involve employees in long-term care facilities and retirement homes, but a union that represents many of those workers believes the number should be much higher, and is encouraging its members to file more claims.

Of the approximately 400 COVID-19-related claims approved by the WSIB since March 30, 260 are from workers in that sector, while hospital employees accounted for 74 claims. Thirty-two were City of Ottawa employees and another 14 came from people who work in ambulatory health care, which can include paramedics, physicians, dentists and medical laboratory workers.

The long-running McIntyre Powder investigation is coming to a close

Ontario's Workplace Safety Insurance Board has started approving claims for former miners who were exposed to McIntyre Powder on the job and later developed Parkinson's disease.

Until 1979, it was common in Ontario mines for workers to have to inhale McIntyre Powder before going to work. Mining companies said at the time the powder protected workers from silicosis.

But now, new study facilitated by the Workplace Safety and Insurance Board of Ontario states miners who were forced to inhale an aluminum powder before going to work are at a higher risk of **Parkinson's disease**.

The WSIB says **it will now move forward "as quickly as possible to review each claim waiting for a decision"** as well any new claims that come in, based on the relevant findings of the study and the individual merits of the claim so we can provide people with any compensation to which they may be entitled."

Those affected will be contacted by WSIB when a decision has been made on their claim. The WSIB says those who had previous claims denied connected to McIntyre Powder should contact them to have their case reviewed.



There are four known canisters of McIntyre Powder, that were used between 1943 and 1979.

The white can pictured here is the original canister, labelled as 5 grams. The next two are labelled as 10 grams. The canister on the far right states: "For silicosis therapy. For use only under doctors direction" (Supplied/Janice Martell)

One worker, one story, one voice: the McIntyre Powder Project

The McIntyre Powder Project was established in April 2015 by Janice Martell, the daughter of a retired Steelworker and former underground hard-rock miner, Jim Hobbs.

Jim was one of the tens of thousands of workers who were exposed to McIntyre Powder aluminum dust inhalation as a condition of employment.

Jim worked underground in nickel and uranium mines in northern Ontario, Canada between 1959 and 1990. In 1978 and 1979, he was required by his employer to inhale finely ground aluminum dust known as "McIntyre Powder" prior to each mining shift, as a preventative measure (prophylaxis) against silicosis. In 2001, Jim was diagnosed with Parkinson's.

Jim rarely spoke about the long hours he spent underground in the mines. He worked hard and expected the same of his shift partners. He accepted that he had a job to do, and he did it.

This grit and determination served him well as he faced the challenges of living with Parkinson's until his death on May 24, 2017 at the age of 76.

"His strength and perseverance serve as the motivation for this Project," says his daughter Janice Martell.



Janice established the McIntyre Powder Project to provide a centralized place for miners or other workers exposed to aluminum dust to voluntarily register and document health issues.

How much aluminum dust did miners inhale during the lifespan of the McIntyre Powder aluminum dust program? No one knows. What are the long-term health impacts? No one knows. Learn more in this short video from the McIntyre Powder Project.



WSIB enhances online services

Ontario's Workplace Safety and Insurance Board (WSIB) has released an update on recent enhancements to its online services.

People with workplace injuries and illnesses are now able to access their claims information online, by signing in to the WSIB site to view their claim status, latest payments and approved benefits. They can also upload documents directly to their file and send secure messages, reducing the need to phone.



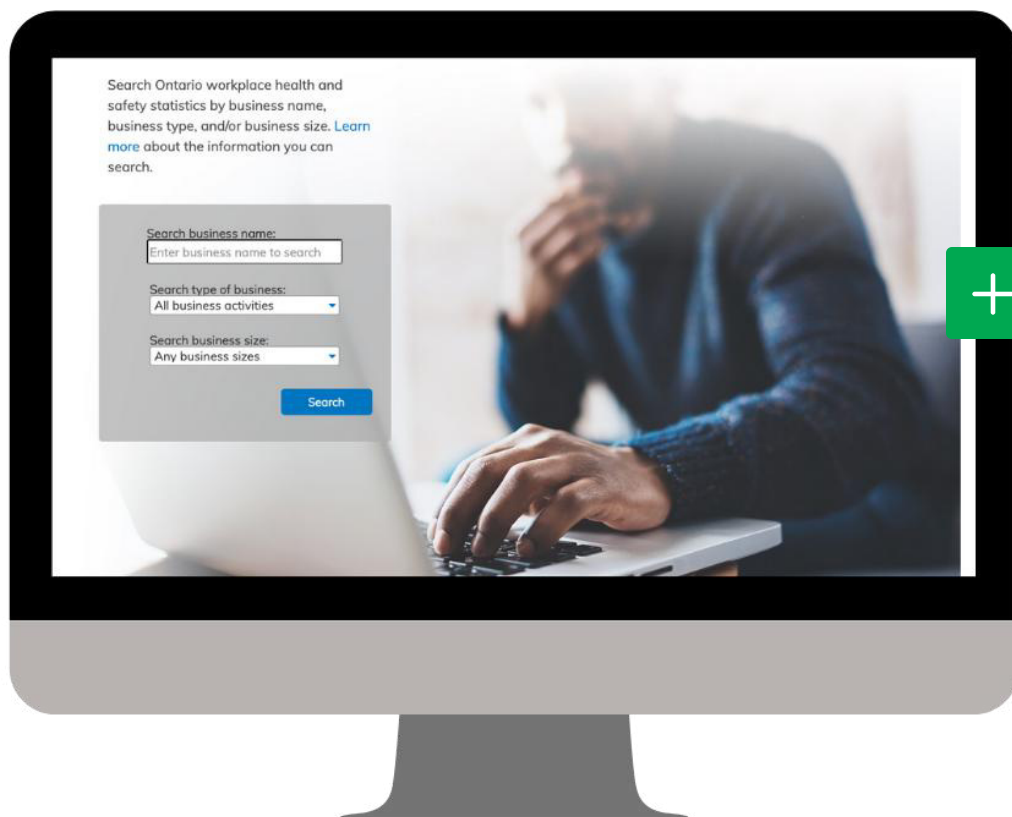
Businesses can log in to:

- ✓ Report and pay premiums
- ✓ View your statement
- ✓ Find or obtain a clearance
- ✓ Report an injury or illness for businesses
- ✓ View your workplace injury summary report
- ✓ View insights into your claims, costs, premiums and rates

Part of WSIB's enhancements to online services includes the new Safety Check feature, enabling users to check out how safe a business is and compare health and safety results of similar businesses.

You can find things like the number and types of injuries in a workplace. You can also get a sense of how serious those injuries were by looking at how many people were off work past the day of an accident and how many people are still receiving benefits a year after an accident.

Anyone can shine a light on the health and safety record of Ontario workplaces with this information. You can use this information to help you make informed decisions about where to work or do business.





QUEBEC



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La CNESST fixe le taux moyen de cotisation pour 2021 du Fonds de la santé et de la sécurité du travail

Le conseil d'administration de la Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) a approuvé aujourd'hui le taux moyen de cotisation du Fonds de la santé et de la sécurité du travail (FSST) pour l'année 2021. Il a été fixé à 1,77 \$ du 100 \$ de masse salariale, en baisse de 0,08 \$ par rapport à 2020. Cela représentera une économie de l'ordre de 130 millions de dollars pour les entreprises du Québec.

Ce taux moyen de 1,77 \$ est par ailleurs le plus bas* appliqué depuis l'introduction de la Loi sur les accidents du travail et les maladies professionnelles en 1985. Au vu du présent contexte de pandémie de COVID-19, le conseil d'administration de la CNESST privilégie ainsi pour 2021 une approche mesurée entre une stabilité souhaitable et le soutien à l'économie québécoise.

Le FSST, en bonne santé financière

Avec un taux de capitalisation de 124,8 % au 31 décembre 2019, un sommet historique pour le régime de santé et sécurité du travail, le FSST est en mesure de soutenir la reprise économique tout en garantissant le respect de ses engagements envers les travailleuses et les travailleurs du Québec.



« En contexte de reprise économique, dans la foulée de la pandémie de COVID-19, nous pouvons nous réjouir de cette annonce. La diminution de la cotisation permettra d'engendrer des économies de 130 millions de dollars pour les entreprises du Québec. Il faut encourager et souligner tous les efforts déployés par les travailleurs, travailleuses et employeurs, ces derniers mois, au niveau de la prévention en santé et sécurité. Nous avons, au Québec, des milieux de travail innovants qui ont su s'adapter aux mesures de protection et dont les efforts seront le gage d'une reprise dynamique de l'économie. »

- Jean Boulet, ministre du Travail, de l'Emploi et de la Solidarité sociale et ministre responsable de la région de la Mauricie



La CNESST dévoile les lauréats nationaux de ses Grands Prix santé et sécurité du travail 2020

La Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) a dévoilé ce soir les lauréats nationaux de ses Grands Prix santé et sécurité du travail 2020.

Québec, le 29 octobre 2020
Point culminant d'un concours tenu à l'échelle du Québec, la remise de ces prix permet

qui innovent en matière de prévention des d'honorer les entreprises, les organismes publics et les établissements d'enseignement accidents du travail et des maladies professionnelles, et de souligner l'engagement de personnes qui, au quotidien, influencent positivement leur environnement de travail.

Afin de respecter les mesures de distanciation physique toujours en vigueur, la cérémonie de remise s'est tenue de manière virtuelle.



Gala national des Grands Prix santé et sécurité du travail 2020

« Chaque année, le concours des Grands Prix nous fait découvrir des réalisations exceptionnelles, issues de toutes les régions du Québec. Même si la remise nationale prend une forme différente en 2020, il est plus que jamais pertinent de reconnaître le travail accompli par les employeurs et le personnel qui agissent de concert pour éliminer les dangers dans leurs milieux de travail. À leur façon, ils contribuent à prévenir les accidents du travail et à sauver des vies. Je les félicite et les remercie sincèrement pour ces initiatives. »

- Manuelle Oudar, présidente du conseil d'administration et chef de la direction de la CNESST

Nomination à la CNESST

Le Conseil des ministres a procédé aujourd'hui au renouvellement du mandat de à titre de présidente du conseil d'administration et chef de la direction de la Commission des normes, de l'équité et de la santé et sécurité du travail (CNESST). Cette nomination est faite sur recommandation du ministre du Travail, de l'Emploi et de la Solidarité sociale, M. Jean Boulet, à la suite de la consultation d'organismes les plus représentatifs d'employeurs, de travailleurs et de travailleuses au Québec.

Mme Oudar fut nommée dès le premier jour de la création de la CNESST, le 1er janvier 2016, afin de mettre sur pied une seule commission pour tous les services en matière de travail au Québec en regroupant la Commission des normes du travail, la Commission de l'équité salariale et la Commission de la santé et de la sécurité du travail. Elle a su relever avec brio le défi de fonder et concrétiser cette porte d'entrée unique en matière de travail. L'excellence des résultats de ce regroupement fut reconnue par l'Institut d'administration publique du Canada (IAPC) pour la gestion novatrice. L'Institut d'administration publique du Québec (IAPQ) lui a également décerné le Prix d'excellence de l'administration publique du Québec pour la création de la CNESST, une réussite au profit du secteur public et de la société.

Le conseil d'administration de la CNESST, composé de 14 femmes et hommes représentant les milieux patronaux et syndicaux du Québec, est paritaire. La proaction et l'innovation font partie de la vision mobilisatrice de Mme Oudar et les valeurs comme l'égalité, la diversité et le dialogue social lui sont chères.



Crédits photo : Marie-Josée Legault

Mme Manuelle Oudar
Présidente du conseil
d'administration et chef de la
direction Commission des normes,
de l'équité, de la santé et de la
sécurité du travail

[Biographie de Manuelle Oudar](#)



Vigilance is essential on construction sites

The Commission for Standards, Equity, Health and Safety at Work (CNESST) wishes to reiterate the importance of taking the necessary measures to prevent accidents at work.



Recurring risks

Employers as well as workers must take into account the recurring dangers associated with construction sites, such as, for example, falls from heights or work carried out on an electrical installation. It should be remembered that the CNESST applies zero tolerance towards several types of dangers with serious consequences identified jointly, in order to mobilize everyone's efforts to eliminate the dangers and reduce the number of accidents.

La vigilance s'impose sur les chantiers

La Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) tient à rappeler l'importance de prendre les mesures nécessaires pour prévenir les accidents du travail.



Risques récurrents

Les employeurs ainsi que les travailleurs et travailleuses doivent tenir compte des dangers récurrents en lien avec les chantiers de construction, comme, par exemple, les chutes de hauteur ou des travaux effectués sur une installation électrique. Rappelons que la CNESST applique une tolérance zéro envers plusieurs types de dangers à conséquence grave identifiés paritairement, dans le but de mobiliser les efforts de tous pour éliminer les dangers et réduire le nombre d'accidents.



La CNESST se réjouit du dépôt du projet de loi visant la modernisation du régime de santé et de sécurité du travail

Accueillant favorablement le dépôt du projet de loi no 59 visant la modernisation du régime de santé et de sécurité du travail par le ministre du Travail, de l'Emploi et de la Solidarité sociale, M. Jean Boulet, la CNESST rappelle qu'il s'agit d'une avancée importante pour les milieux de travail du Québec.

En effet, les deux lois qui l'encadrent, soit la Loi sur la santé et la sécurité du travail et la Loi sur les accidents du travail et les maladies professionnelles, n'ont pas été modifiées de manière substantielle depuis leur adoption, soit depuis plus de 35 ans.

[Lien utile](#)
[Projet de loi](#)

Plus de prévention, un meilleur accès au régime, un soutien adéquat aux travailleuses, travailleurs et entreprises et un régime le plus efficace possible : voilà les objectifs de ce projet de loi.

D'autres conférences suivront, tout au long de novembre, sur des thèmes riches en contenu pour les participants et participantes. Les travailleurs, gestionnaires et représentants en santé-sécurité pourront prendre part à des rencontres sur des thèmes aussi diversifiés que la santé psychologique, la gestion d'événements critiques, la manutention, la sécurité des machines, le télétravail, la prévention des chutes de hauteur et l'intégration des nouveaux travailleurs.

La CNESST lance la troisième phase de sa campagne de prévention auprès des milieux de travail dans le contexte de la COVID-19

Alors que plusieurs régions du Québec sont passées en zone orange ou rouge ces derniers jours, ce qui implique pour certaines d'entre elles une période de confinement de 28 jours, la Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) lance aujourd'hui la troisième phase de sa campagne publicitaire de prévention auprès des milieux de travail.

Cette nouvelle phase a pour objectif d'inciter les Québécoises et les Québécois à ne pas

relâcher leurs actions pour protéger leur milieu de travail des risques de contamination à la COVID-19. On y rappelle l'importance de demeurer vigilant : le virus est sournois, il peut s'attraper partout, en tout temps, et avoir un impact important sur les personnes, les entreprises et les organisations touchées.

La population active, soit les employeurs, les travailleurs et les travailleuses de tous les secteurs d'activité, est principalement visée par la campagne. Un volet est également prévu pour rejoindre plus particulièrement les 15 à 24 ans.

«Un travailleur sur deux ne va pas bien»

Près de la moitié des travailleurs québécois disent souffrir de détresse psychologique depuis le début de la pandémie, révèle une étude qui sera rendue publique vendredi par l'Université Laval. Une proportion nettement supérieure aux taux normalement observés, souligne l'une des auteures de la recherche, la professeure Caroline Biron.

« Le message est fort. La maison brûle. Un travailleur sur deux ne va pas bien. Il ne faut pas remettre le sujet à plus tard sous prétexte qu'on est trop occupé. Il faut agir dès maintenant », affirme Mme Biron, aussi directrice du Centre d'expertise en gestion de la santé et de la sécurité du travail.

Avec son équipe, Mme Biron a sondé 1259 Québécois du 30 avril au 7 mai. Les répondants devaient avoir travaillé dans les sept jours précédant l'enquête. Ils provenaient de différents secteurs comme la santé et les services sociaux, l'administration, le secteur privé, les premiers répondants... L'objectif était de déterminer dans quelle mesure la pandémie avait un effet sur la détresse psychologique.

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Place au télétravail

Près de 40 % des répondants ne font que du télétravail depuis le début de la pandémie. Mais le télétravail n'a pas d'impact sur le niveau de détresse, rapporte Mme Biron.

Solutions possibles

La détresse psychologique influence beaucoup la vie des travailleurs. Notamment, 75% des répondants ont mentionné vivre des problèmes de sommeil.



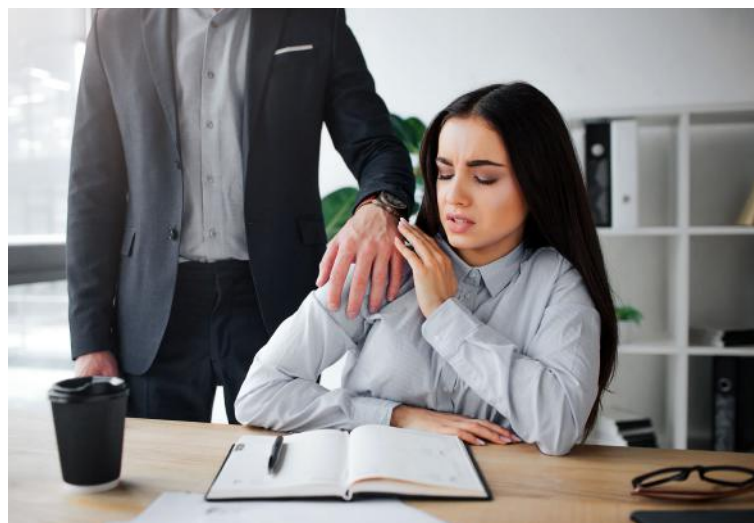
La bonne nouvelle : il existe des solutions pour prévenir la détresse des travailleurs. Mme Biron souligne que les entreprises qui ont un réel souci du bien-être psychologique de leurs employés ressortent du lot. Mme Biron les qualifie d'« organisations bienveillantes ».

Plus de 4400 dénonciations de harcèlement au travail l'an dernier

Le nombre de plaintes de harcèlement psychologique et sexuel déposées aux Normes du travail a bondi ces dernières années de 22 %. De 3617 en 2016, il est passé à 4415 en 2019.

« On nous consulte pour connaître le processus jusqu'aux tribunaux. Et un travail de vulgarisation a été fait sur le site de la CNESST », explique l'avocat David Bessette, qui exerce en droit du travail.

« Depuis 2017, lorsqu'une personne dépose, pour le même événement, une réclamation au secteur SST (Santé et sécurité au travail) et une plainte de harcèlement psychologique ou sexuel au secteur NT (Normes du travail), le dossier est considéré comme conjoint, explique par courriel Audréane Lafrenière, porte-parole de la CNESST. L'échange d'expertise entre les deux secteurs a permis de développer une compréhension commune des notions liées au harcèlement psychologique et sexuel et d'améliorer la compréhension de ce qu'est le harcèlement au secteur SST. Par conséquent, il y a une meilleure cohérence dans les décisions rendues par les deux secteurs. »



Les mouvements #metoo et #agressionnondénoncée sur les réseaux sociaux et les enquêtes journalistiques expliquent aussi la hausse marquée des plaintes déposées. « Des gens très connus et des influenceurs sont sortis de l'ombre ces dernières années, note Sylvie Martin, qui tient également le blogue Équilibre Vie. Quand on apprend qu'une personne a déposé une plainte et que ça fait bouger les choses, il y a un effet d'entraînement. »

Qu'on remette en question ou non les dénonciations sur les réseaux sociaux, ces derniers ont un impact sur la façon de gérer les plaintes dans les entreprises.

La CNESST outille le secteur des arts de la scène, des salles de spectacle et des cinémas pour une reprise en toute sécurité

Trousse d'outils pour le secteur des arts de la scène, les salles de spectacle et les cinémas



La CNESTT dévoile les lauréats nationaux de ses Grands Prix santé et sécurité du travail 2020

Vous vous préoccupez de la santé, de la sécurité et du bien-être au travail? Vous vous souciez des enjeux liés au travail durant cette période de pandémie de COVID-19? Vous désirez acquérir de nouveaux outils pour prévenir les risques dans votre milieu? Travailleurs et employeurs, venez découvrir une foule de solutions sur des sujets d'actualité lors des Grandes Rencontres de la Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESTT).

Les Grandes Rencontres CNESTT, ce sont 10 conférences virtuelles, offertes chaque mardi et jeudi, du 3 au 26 novembre 2020. Ces rencontres permettront au personnel des entreprises de tout le Québec d'acquérir des compétences en matière de prévention, en particulier en temps de pandémie.

Plusieurs raisons de participer aux Grandes Rencontres :

L'événement est l'occasion toute désignée pour :

- faire le point sur la COVID-19 et sur les moyens de prévention afin d'éviter la transmission;
- écouter une diversité de spécialistes de la santé psychologique, de la sécurité du travail, etc.;
- en apprendre davantage sur de nouveaux enjeux comme le télétravail;
- vous perfectionner et découvrir de nouvelles pistes d'interventions dans vos entreprises et organisations.

Programmation

Les Grandes Rencontres débuteront le 3 novembre par un panel sur le thème de la COVID-19 avec la présidente de la CNESTT, Mme Manuelle Oudar, entourée des experts de la Direction générale de la santé publique, de l'Ordre des conseillers en ressources humaines agréés (CHRA), ainsi que des leaders des Grands Prix santé et sécurité du travail de la CNESTT.

D'autres conférences suivront, tout au long de novembre, sur des thèmes riches en contenu pour les participants et participantes. Les travailleurs, gestionnaires et représentants en santé-sécurité pourront prendre part à des rencontres sur des thèmes aussi diversifiés que la santé psychologique, la gestion d'événements critiques, la manutention, la sécurité des machines, le télétravail, la prévention des chutes de hauteur et l'intégration des nouveaux travailleurs.

L'inscription se fait en ligne au grandesrencontrescnesst.com



The Grandes Rencontres CNESST: all connected for prevention!

Are you concerned about health, safety and well-being at work? Worried about work-related issues during this time of the COVID-19 pandemic? Do you want to acquire new tools to prevent risks in your environment? Workers and employers, come and discover a host of solutions on topical issues during the Grandes Rencontres of the Commission des normes, de l'énergie, de la santé et de la sécurité du travail (CNESST).

The Grandes Rencontres CNESST are 10 virtual conferences, offered every Tuesday and Thursday, from November 3 to 26, 2020. These meetings will allow the personnel of companies from all over Quebec to acquire skills in the field of prevention, particularly in times of pandemic.

Programming

The Grandes Rencontres will begin on November 3 with a panel on the theme of COVID-19 with the President of the CNESST, Ms. Manuelle Oudar, surrounded by experts from the General Directorate of Public Health, the Order of Human Resources Advisors (CHRA), as well as leaders of the CNESST occupational health and safety Grand Prix.

Other conferences will follow, throughout November, on themes rich in content for the participants. Workers, managers and health and safety representatives will be able to take part in meetings on topics as diverse as psychological health, critical event management, handling, machine safety, teleworking, prevention of falls from heights, and the integration of new workers.



Registration is done online at
grandesrencontrescnesst.com





NEW BRUNSWICK



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Employers will get a break on WorkSafeNB premiums in 2021

After three consecutive years of increasing workers compensation premiums, employers in New Brunswick are about to get a reprieve.

Rates are projected to fall by about 25 cents per \$100 in payroll, reducing the average assessment from \$2.65, which ties Nova Scotia for the highest in the country, to about \$2.40 or possibly less.

A decrease in the number of accidents has helped reduce costs, said WorkSafeNB president and CEO Doug Jones. New Brunswick recorded its lowest level of injury frequency in the past 10 years.

The lost-time injury frequency rate — or the number of accidents in a year per 100 full-time

Projected average assessment rate is between \$2.15 and \$2.20 per \$100 of payroll, down from \$2.40

equivalent employees — for assessed employers, which is mostly the private sector, dipped to 1.3 in 2019, from 1.4 in 2018.

For self-insured employers, which is mostly the public sector, it dropped to 3 from 3.7. And for all employers combined, it decreased to 1.5 from 1.7.

There were 14 fatalities in 2019, which is a "huge drop" from the 28 in 2018 and lower than the 16 in 2017, but "still too many," said Jones.

So far this year, all of these numbers are down "considerably," he said.

The lost-time injury frequency rate for assessed employers is 1.0, for self-insured employers it's, and for all employers combined, it's 1.2.

 *Safety Superstars!* 

To recognize outstanding leaders of health and safety, WorkSafeNB will present the annual **Safety Star Awards** virtually this year.



Do you know an organization or individual that's passionate about safety? Do they stand apart from the crowd? Do they set an example to others? **Tell us about them by December 3.**

"This is the result of cooperative efforts"

WORKSAFENB
PRESIDENT AND CEO
DOUG JONES

\$312M net income ends 4 years of losses

WorkSafeNB president and CEO Doug Jones says that January 1 to December 31, 2019 was a period of exceptional change at WorkSafeNB. The organization adopted and acted upon the recommendations of the auditor general, as well as those of a task force on WorkSafeNB. Plus, legislation enacted in December 2018 addressed two key issues that had been driving workers' compensation claims costs higher - clarification that the workers' compensation system is to compensate for

work-related injuries only, and policy deference was returned to WorkSafeNB's board of directors. captains to provide the protection of workers' compensation coverage to their crews.

In announcing 2021 employer assessment rates, WCB Nova Scotia pointed out the long-term progress in fishing, which is seeing its rate decline a further 6% to \$4.03 per \$100 of assessable payroll. /continues on next page



WorkSafeNB president and CEO Doug Jones attributed the province's lowest level of injury frequency in the past 10 years to the co-operative efforts of all stakeholders: workers, employers, safety associations and WorkSafeNB staff. (Rachel Cave/CBC)

/ continued

That's a 50% reduction since 2015, when the rate had reached an all-time high.

And after years of increases, workplaces dedicated to the care of others have seen their rates level out. Home care and special care homes are seeing a slight increase of 1.0%, while long-term care homes are seeing their rate hold steady.

Some of the financial highlights for the year include:

- Net income increased to \$311.7 million, compared with a net loss of \$271.5 million in 2018.
- The return on investment of the accident fund was 14% compared with 1.3% in 2018.
- The accident fund's funded ratio improved to 105.1% in 2019, from 85.3% in 2018.
- The valuation of benefit liabilities were reduced by \$71 million, the first reduction following four years of significant increases that had totalled \$626 million.

"It is remarkable," Jones said of the organization's improved financial position. About \$100 million of the increase in revenue came from the increase in employer rates, he said.



"That's just a really great story," Doug Jones said. "It means that the workplaces are getting safer and safer."

Improvements to injury reporting and application for benefits process

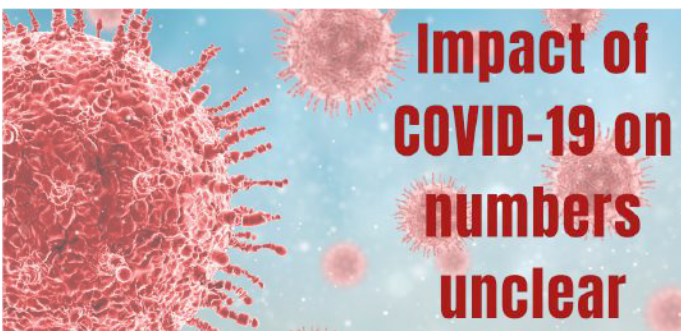
WorkSafeNB says they have made the application process simpler and easier. Rather than a joint form, there is now a separate application process for workers and separate reporting process for employers. Only information relevant to each group is required, and each submits their information separately.



The move comes as a result of a recommendation from the Office of the Auditor General as part of its audit of WorkSafeNB's claims management framework.

WorkSafeNB releases 2019 year-end results

[Read the results here.](#)





NOVA SCOTIA



**WORKERS'
COMPENSATION
BOARD OF NOVA SCOTIA**



Workers' Compensation Board of Nova Scotia

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WCB Nova Scotia employer assessment rates will remain stable in 2021

WCB Nova Scotia released 2021 employer assessment rates on September 1, 2020

The average assessment rate has been \$2.65 per \$100 of payroll for the past 17 years.

- 2021 average rate: \$2.65 per \$100 of assessable payroll
- Percentage of employers with rates staying the same or decreasing: 67 per cent
- Percentage of employers with rates increasing: 33 per cent
- Number of covered employers: 20,950
- Number of surcharged employers: 113
- Percentage of employers that are surcharged: 0.54 per cent

Years of education and training in fishing are making a dangerous industry safer, while also making it more affordable for Nova Scotia

captains to provide the protection of workers' compensation coverage to their crews.

In announcing 2021 employer assessment rates, WCB Nova Scotia pointed out the long-term progress in fishing, which is seeing its rate decline a further six per cent to \$4.03 per \$100 of assessable payroll. That's a 50 per cent reduction since 2015, when the rate had reached an all-time high.

And after years of increases, workplaces dedicated to the care of others have seen their rates level out. Home care and special care homes are seeing a slight increase of one per cent, while long-term care homes are seeing their rate hold steady.

[WCB Nova Scotia's announcement.](#)



[The 2021 list of surcharged employers](#)



WCB Nova Scotia says working from home seems to be working

The Worker’s Compensation Board (WCB) is exploring what it may need to do to get its staff of approximately 400 employees working from home – permanently.

Many of the compensation board’s employees work out of three sites, two of which are in Halifax and one in Sydney. But like many workplaces across the globe, the novel coronavirus pandemic has changed that, with most of the WCB workforce working from home.

Although it has not been without its challenges, shifting most of the WCB workforce to working remotely has been a success, comments Stuart MacLean, CEO of the WCB.

In a statement, Nova Scotia said approximately 70% of its workplace is back in the office, either on a rotating or full-time basis.

Another Board goes digital: Nova Scotia moves to assessment rates online

On September 1, employers will have access to their 2021 assessment rate, on MyAccount. Paper experience rating statements, which are multi-page documents, will be mailed on an exception only basis.

This more sustainable approach greatly reduces the amount of paper the announcement puts into the mail system, and helps protect the privacy of employers.

[MORE>](#)



“The numbers of employees physically in the workplace will continue to increase as departments phase in their plans and we will assess and adapt regularly,” said Chrisy Matheson, a spokesperson for the province.

However, they are exploring working from home permanently. It’s the first organization in the N.S. government to explore working from home on a permanent basis.

New tools for safe reopening

From a State of Emergency to re-opening the economy, [this resource hub](#) for Nova Scotia workplaces will help everyone work safely through COVID-19.





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PEI holds assessment rates into 2021

The Workers Compensation Board of Prince Edward Island has announced that 2021 employer assessment rates will be maintained at the 2020 rate levels.

Assessment rates are set annually by the WCB's Board of Directors and are per \$100 of assessable payroll based on the maximum assessable earnings for that year. For 2020, the maximum assessable earnings is \$55,300 and for 2021, it will remain at \$55,300. The rates are based on:

- The relative costs of injuries.
- The payroll for all employers in each Rate Group.
- The cost of administering the compensation system.
- Information about how your rate is calculated is available using the WCB's Online Service, Rate Calculation Details.

The cost associated with maintaining 2020 rates for 2021 will be funded from the Workers Compensation Board's Fund Balance.

This announcement comes following a decade of declining assessment rates, strong investment returns, a focus on injury prevention and return to work efforts and generally, an overall strong funded position and a funding policy that focuses on sustainability and minimizing volatility all the while offering service and supports to injured workers.



While it is not yet possible to reliably estimate the long term financial impact of COVID-19, we anticipate that assessment revenues, investment returns, claims costs and benefit liability valuations may all be impacted by COVID-19 well into the future.



“We are pleased that we are able to maintain rates for Island employers and provide some level of certainty in these uncertain times,” said Cheryl Paynter, Chief Executive Officer of the Workers Compensation Board.

New WCB PEI chair announced

The Workers Compensation Board of Prince Edward Island has announced that **James MacPhee, of Montague, PEI**, has been appointed the new Chair of the WCB PEI Board of Directors.

Appointed to the WCB PEI Board for three years, James' term began in December 2019 and will run until December 2022.

Outgoing Chair of WCB PEI, Stuart Affleck, was recognized with gratitude for his long-standing service as an AWCBC Board member.



The Workers Compensation Board remembers Nancy Guptill

"Nancy Guptill was a strong, dedicated woman, and a trailblazer for women in Prince Edward Island politics.

Among her many roles, she was a long-standing chair of the Workers Compensation Board between 2007-2015. During her tenure with the Workers Compensation Board, she oversaw many important initiatives, including the Governance Review; Amendments to the Occupational Health and Safety Act and the Workers Compensation Act; Farming Consultation Process; and the WCB Building Refit, just to name a few.



Nancy Guptill was a member of **The Famous Five** - one of the five women who, in 1993, held five of the most influential positions of government in the province of Prince Edward Island.

This is the first, and only, time in Canadian history that five women held these positions at the same time.



[Read more about The Famous Five here.](#)

WCB Reports 2019 Highlights at Annual Public Meeting, July 31

“In 2019, we had a strong financial performance and an effective funding policy,” commented Chair James MacPhee, “and we feel that we have struck a careful balance of benefit enhancements for injured workers and financial sustainability for employers who fund the system. While 2019 was a strong year, we are facing unprecedented circumstances now in 2020, and the potential economic impact of COVID-19 on future financial performance remains to be seen.”

In 2019, the WCB introduced two new programs, including the **Annuity Program** to modernize and broaden how WCB compensates for loss of pension income, and the **Direct Access to Physiotherapy program** which provides injured workers more timely access to the support they need to recover faster

2019 STATS AT A GLANCE

- 6,115 assessed employers
1,984 claims adjudicated
- Employer Satisfaction Index increased to 90.9 in 2019 from 84.7 (2017)
- Funded Status of 147.8% as of December 31, 2019, up from 146.3% in 2018
- \$20 million surplus distribution to employers
- In 2019, the WCB had investment gains of \$28.3 million dollars (+14%)
- Average assessment rate down to \$1.58, from \$1.60 in 2018

New Workplace Harassment Regulations in PEI

With new workplace harassment regulations in effect on July 1, 2020, the Workers Compensation Board (WCB) of Prince Edward Island wants to ensure that employers are prepared for the changes.

The WCB has developed resources to support employers and workers through the transition, including a **Guide to Workplace Harassment Regulations**, templates that employers can adapt for their own organization, and Frequently Asked Questions.



[See all the available resources here.](#)



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WorkplaceNL reports 2019 workplace injury rates

“While Newfoundland and Labrador lost-time incidence rates still remain among the lowest in Canada, they also indicate that there are areas in which we can improve.”

The Honourable Tom Osborne, Minister Responsible for WorkplaceNL, shared the quote above when presenting WorkplaceNL's report on 2019 workplace injury rates.

While the lost-time incidence rate due to workplace injury or illness in Newfoundland and Labrador remained at 1.6 per 100 workers in 2019, the rate among 15 to 24 year-old workers increased to 1.8 per 100 workers from 1.5 in 2018.



2019 at a Glance

Soft-tissue injuries increased to 1.1 per 100 workers, up from 1.0 per 100 workers for the four previous years.

Falls from heights remained at the all-time low at 7.0 per 10,000 workers, down from 7.3 in 2017.

Hearing-loss increased to 10.3 per 10,000 workers, up from 9.9 in 2018.

Assaults and violent acts remained at 11.3 per 10,000 workers, for the second consecutive year—most were in the health care and service sectors.

In 2019 there were 26 work-related fatalities, 10 accidental and 16 from occupational disease. Last year, 44 per cent of the occupational disease fatality claims were due to exposure to harmful substances decades ago in the mining industry.

WorkplaceNL CEO Dennis Hogan. “Now more than ever it’s important that we work together to improve safe work practices, regulations and training opportunities to help prevent workplace injury and illness. I am impressed with how workplaces are adjusting to protect the well-being of workers, employers and the public as we live with COVID-19.”

Serious injuries dropped slightly to 11.6 per 10,000 workers, from 11.7 in 2018.

Head injuries rose slightly to 3.1 per 1,000 workers, from 3.0 in 2018.

Traumatic mental health illness or disorders remained at 1.5 per 10,000 workers, for the second consecutive year.

Young worker lost-time incidence rate increased to 1.8 per 100 workers, from 1.5 in 2018.

Provincial Government Reappoints Chair, Representatives to the WorkplaceNL Board of Directors

On October 7, the Provincial Government announced the reappointment of **Chair John Peddle** and six representatives to the Board of Directors of WorkplaceNL.

In addition to the chair, the reappointed representatives are:

- Victoria Belbin, Employer Representative;
- Paula Corcoran, Public Representative (Injured Workers);
- David Loveys, Employer Representative; Greg Pretty, Worker Representative;
- Jerry Vink, Worker Representative; and,
- Greg Viscount, Employer Representative.

All reappointments are for three-year terms, effective September 24, 2020.

John Peddle has been the President of AMP Associates Ltd. for over 40 years, providing consulting services to employers, law firms and individuals in the fields of labour relations, human resources, organizational management, compensation and benefits.

Mr. Peddle's board experience includes two terms as chair of the Newfoundland and Labrador Employers' Council (NLEC), several terms as chair of the NLEC Labour Relations Committee and over 20 years as Director of NLEC. He has been a member of the WorkplaceNL board since 2010. Mr. Peddle holds a Bachelor of Commerce degree from Memorial University and is a graduate of the Institute of Corporate Directors (ICD) Director Education Program.

New guidelines for Virtual Training for safety certification training providers during COVID-19



WorkplaceNL has developed guidelines for WorkplaceNL-approved trainers and training providers who are interested in delivering virtual or blended (virtual plus in-class instruction) safety certification training during COVID-19. It is important that employers and workers continue to have access to safety training that continues to meet the standards set out by WorkplaceNL.



WorkplaceNL 2020 Research Initiatives

WorkplaceNL is currently seeking applications for the 2020 Research Initiatives Program. The application deadline for the letter of intent is January 6, 2021.

WorkplaceNL's Research Initiatives Program promotes and provides funding for workplace health and safety research to inform

innovative, practical, and easy-to-implement solutions that support the prevention of workplace injuries and illnesses or support re-integration into the workforce, post-injury.



More information and application.

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New rates released for 2021

Yukon Workers' Compensation Health and Safety Board (YWCHSB) has announced industry classifications and assessment rates for 2021.

The rates are reflective of safety and return to work efforts within Yukon's workplaces, along with the strong funded position at the end of 2019.

The adjustments in rates for 2021 is moderate while permitting the organization to continue delivering on its commitment to reduce the funded position so that it accurately represents the cost of operating the system.

By maintaining a strong funded position the Board of Directors is able to set rates that can be stable and reduce volatility in these uncertain times, providing some relief to Yukon employers when they need it most.

Our funding policy allows the Board of Directors to set rates that reflect the health and safety and return to work successes of Yukon workplaces. That being said, we all have work to do to reach our goal of zero workplace injuries. We must remind ourselves that together we can always do more to keep each other safe at work."

-President/CEO, Kurt Dieckmann

Yukon students get creative to showcase safety through YWCHSB's contests

The Yukon Workers' Compensation Health and Safety Board (YWCHSB) received over 70 entries for their safety contests this year, showcasing Yukon students' creative insight into how to make our territory a healthier, safer place for everyone.

The Safety Build Contest invites students in Kindergarten to Grade 7 to build LEGO® models that show how they keep safe during everyday activities



The Youth Video Contest challenges high school students to create a short video about workplace safety for a chance to win a cash prize and be entered in a national competition.

YWCHSB is contributing to a fundamental shift in safety culture by promoting a health and safety mindset from a young age.



NORTHWEST TERRITORIES & NUNAVUT

WSCC Workers' Safety & Compensation Commission | ᐃᖃᖃᐱᐃᖃᖃᓂᓄᓄ ᐃᐱᓄᓄᓄᓄᓄ
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DEADLINE: PAYROLL ESTIMATE REVISION

If your business has experienced significant staffing changes in 2020 as a result of COVID-19, we encourage you to adjust your payroll as soon as possible. To avoid the Underestimating Penalty, you must report significant changes (25% or greater) in your payroll **by November 30th, 2020**. The WSCC has mailed a letter to all Nunavut and Northwest Territories employers with a reminder about payroll revision information.

Your role in workplace health and safety

It is important that every person in the workplace fully understands what their role is, as well as any new duties that they are taking on. From top down, every worker must fully understand the safety work practices relevant to their workplace.

Everyone has a role to play in keeping workplaces safe.

Read more about safety guidelines for Supervisors, Acting Supervisors, Managers and Workers here: 

Report any changes by clicking [Report Payroll on WSCC Connect](#).

A helpful guide can be found on [WSCC Connect](#). If you have any questions on revising your payroll, contact Employer Services in the Northwest Territories at 1-800-661-0792 and in Nunavut at 1-877-404-4407.



Public consultation is underway on workers' compensation pension

The Workers' Safety and Compensation Commission (WSCC) is seeking feedback on proposed changes to the pension system for workplace injuries or illnesses.

“We’re looking forward to having strong representation from individuals and organizations across Nunavut and the Northwest Territories actively participating and sharing their views. We want to ensure that any changes continue to meet the needs of all northern workers and employers, now, and into the future.” said Debbie Molloy, WSCC President and CEO.

Visit the WSCC’s website www.wsccl.nt.ca or www.wsccl.nu.ca to read more about how the pension system works, the proposed changes, and to share your feedback by completing an online survey.



WSCC’s website www.wsccl.nt.ca
WSCC’s website www.wsccl.nu.ca



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