

Present:

Michael Werier, Chairperson of the Board of Directors

Darren Oryniak, Acting President & CEO (ex officio)

Peter Dyck

Liz Roberts

Glenn Hildebrand

Jean-Guy Bourgeois

Sylvia Farley

Marc Lafond

Ron Koslowsky

Michael Bereziak

Yvette Milner

Being a quorum of the Board of Directors under *The Workers Compensation Act*.

Also Attending:

Cathy Skinner, General Counsel & Vice President, Compliance & Corporate Services

Heather Baete, Recording Secretary

Candace Crossland, Technical Support

In Attendance for Specific Items:

Crystal Baldwin, Executive Director, Workplace Safety & Health

Call to Order

The meeting was called to order and the agenda confirmed at 12:02 p.m.

Conflict of Interest Declaration

There were no conflicts of interest declared, potential or perceived, with respect to the discussions anticipated at this Board meeting.

Minutes of Previous Meeting

The Chairperson presented the minutes from the November 26, 2020 meeting of the Board of Directors.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the November 26, 2020 Board of Directors meeting are confirmed as a reasonable record.

Business Arising

The Board of Directors received the information provided with the agenda.

For Decision

Policy 44.80.10.10, *Average Earnings*

(Board Order No. 35/20)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He reviewed the proposed changes to the policy including the reinstatement of a maximum earning cap, a change to the calculation used to determine short term average earnings and that the average earning review will be conducted at the same time for all workers regardless of whether they are receiving full or partial benefits.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved the amended Policy 44.80.10.10, *Average Earnings* effective for decisions occurring on or after the amended legislation comes into force.

Policy 36.70, *Assignment of Wage Loss Benefits*

(Board Order No. 36/20)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. The new policy responds to a recommendation by the Legislative Review Committee and would allow the WCB to assign benefits with the worker's consent and the board's written approval. Assignment will permit the correction of overpayments of wage loss benefits for workers who receive benefits from multiple sources.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved the new Policy 36.70, *Assignment of Wage Loss Benefits*, effective for decisions occurring on or after the amended legislation comes into force.

Board of Directors Qualifications

(Board Order No. 37/20)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee.

The Board discussed changes to the way Board members and the Chairperson are appointed under Bill 2.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the revised Matrix of Competencies.

For Information

Presentation: Workplace Safety & Health Overview

Crystal Baldwin, Executive Director Workplace Safety & Health Branch joined the meeting and provided an overview of WS&H activities. She noted that they have been working very closely with Manitoba Health throughout the pandemic including conducting joint inspections in some industries. Ms. Baldwin reported the work done by SAFE Work Manitoba and the Industry-Based Safety Programs in getting safety materials together and out to workplaces has been fantastic.

Ms. Baldwin reviewed WS&H enforcement strategic focus noting their goal is to use enforcement to encourage workplaces to invest in prevention. She noted that during the pandemic they have continued on-site inspections. There was discussion on stop work orders and why and when they are used as well as the various penalties available to WS&H.

Ms. Baldwin left the meeting.

Committee Reports

The Board of Directors received the following Committee reports as information:
Governance Committee Meeting - December 2, 2020

Administration Reports

The Acting President & CEO provided highlights of his report.

The Board of Directors received the information provided with the agenda.

Board Education and Learning Work Plan

The Board received for information the information provided with the agenda.

Board of Directors Work Plan

The Board of Directors received the information provided with the agenda.

In Camera Discussion

The Board of Directors adjourned to an *in camera* session.

Conclusion

As all matters coming before the Board had been dealt with, the meeting concluded at 1:41 p.m.