

**Present:**

Colin S. Robinson, Chair of the Board of Directors

Cathy Skinner, President & CEO (ex officio)

Louise Rowlands                      Louise Simbandumwe

Jean-Guy Bourgeois                Marie Buchan (Virtual)

Ron Koslowsky                      Yvette Milner (Virtual)                      Chris Lorenc

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

**Also Attending:**

Heather Baete, Acting Corporate Secretary

**In Attendance for Specific Items:**

Jennifer Bird, Acting General Counsel, Director, Legislation & Policy

Renzo Borgesa, Vice President, Strategy, Innovation & Analytics

Kim Keating, Director, Compensation Professional Services

Chantelle Lafond, Manager, Business Intelligence

Vince Jordan, Vice President & Chief Technology Officer (CTO)

**Regrets:**

Marc Lafond, Director

Glenn Hildebrand, Director

Candace Crossland, Acting VP Communications & Chief of Staff

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**Announcements**

The Chair acknowledged that the Workers Compensation Board of Manitoba is on the ancestral lands of the Anishinaabeg (Ojibway), Ininewuk (Cree), Anisininew, Dakota, Dene and the National Homeland of the Red River Métis.

Our services extend across Treaties 1, 2, 3, 4 and 5. We recognize the significance of the land where we live and work, and are for the resources it provides.

We are committed to reconciliation as we acknowledge the past and move forward in a spirit of continuous learning. We honour, respect and strive to cultivate partnerships with Indigenous communities while acknowledging that this is a journey of awareness and understanding.

Regrets were received from Marc Lafond and Glenn Hildebrand.

Yvette Milner and Marie Buchan attended by video conference.

### **Call to Order**

The meeting was called to order at 12:25 p.m. The agenda was confirmed as circulated.

### **Conflict of Interest Declaration**

There were no declared conflicts.

### **Minutes of Previous Meeting**

The Chair presented the minutes from the November 28, 2024 Board of Directors meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the November 28, 2024 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**

#### **Request for Reconsideration under Section 60.9 - 59/24**

(Board Order No. 52/24)

The Acting General Counsel joined the meeting and provided an overview of this case. She reported that after investigation, it was determined that the Appeal Commission had not properly applied the Decision Making policy thereby making the decision eligible to be set aside under Section 60.9.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors set aside Appeal Commission Decision 59/24 and order a re-hearing.

The Acting General Counsel left the meeting.

## **For Information**

### **Presentation: Claim Statistics**

The VP, Strategy, Innovation & Analytics joined the meeting.

The VP presented information on injury rates, claim volumes and days lost to injury. He reviewed time loss injury rate noting the sectors where the rate is trending upwards. It was noted that healthcare and public administration injury rates are increasing and in particular, psychological claims are growing at a much faster rate than other claims. Statistically, psychological claims tend to have a longer duration and higher costs associated with them than other claims. Other sectors do have an increasing injury rate, however, they are experiencing shorter claim durations.

The Board discussed the injury rates, the sectors and potential solutions. It was suggested the statistics could be further refined to separate out the Class E claims from the total claims. The Board was interested in the costs associated with individually assessed employers' claims.

The Board received the presentation for information.

### **Presentation: Psychological Injury Claims: Staff Initiatives**

The Director, Compensation Professional Services joined the meeting.

The Director reported that a WCB working group has been looking at near and medium term initiatives to address the impact of psychological injuries on workers, employers and the compensation system. She reviewed the list of future initiatives and provided details on three initiatives that are currently being worked on.

There was discussion about the changes in hazards in the work place and the increase in the number of psychological injuries. It was suggested early intervention in psychological injuries is key to positive outcomes.

The Board received the presentation for information.

The Director left the meeting.

### **Presentation: Using AI to Identify Workplace Hazards**

The Manager, Business Intelligence joined the meeting.

The Manager reported that the WCB is using Artificial Intelligence to address business problems. A model was created to extract information on the types of hazards for the most common occupations. This information will allow the WCB and its partners to better target their prevention efforts. She reviewed the output from running the AI model.

The Manager reported on the work of the data scientists and noted that a working group has been created with other jurisdictions under the AWCBC relating to identifying workplace hazards.

The Board received the presentation for information.

The VP, Strategy, Innovation & Analytics and the Manager left the meeting.

### **Committee Reports**

The Board received the information provided with the agenda.

### **Administration Report - Disaster Recovery Update**

The VP & Chief Technology Officer (CTO) joined the meeting.

The Board moved *in camera*.

The Board came out of *in camera*.

The Board received the report for information.

The CTO left the meeting.

## **Board of Directors Work Plan**

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

## **Other Business**

**Doctors Manitoba:** The President & CEO reported that a contract has been reached for the provision of services.

**Director Internal Audit:** The President & CEO reported that the position has been filled.

## **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 3:22 p.m.

The next meeting will be held on Thursday, February 27, 2025 at 12:15 p.m.