

**Present:**

Colin S. Robinson, Chair of the Board of Directors

Cathy Skinner, President & CEO (ex officio)

Glenn Hildebrand (Video)      Louise Rowlands      Louise Simbandumwe

Jean-Guy Bourgeois

Ron Koslowsky      Yvette Milner

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

**Also Attending:**

Heather Baete, Acting Corporate Secretary

Candace Crossland, CEO Office Liaison

**In Attendance for Specific Items:**

Leslie Hurley, Vice President & Chief Financial Officer (CFO)

Jonathan Bahrychuk, Director, Compensation Performance Training and Quality

Tara Waddell, Manager, Compensation Performance Training and Quality

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

**Regrets:**

Marie Buchan, Director

Marc Lafond, Director

Chris Lorenc, Director

---

**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 Marie Buchan, Marc Lafond and Chris Lorenc.

Glenn Hildebrand attended by video conference.

### **Call to Order**

The meeting was called to order at 12:17 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 October 3, 2024 Board of Directors meeting. He noted a change on page 5.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the October 3, 2024 Board of Directors meeting are confirmed as a reasonable record with the noted change.

The Chair presented the Summary of Decisions from the October 3, 2024 Board of Directors Strategic Planning Update Session.

On motion duly made and carried,

BE IT RESOLVED THAT the Summary of Decisions from the October 3, 2024 Board of Directors Strategic Planning Update Session are confirmed as a reasonable record.

The Chair presented the minutes from the October 25, 2024 Board of Directors meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the October 25, 2024 Board of Directors meeting are confirmed as a reasonable record.

The Chair presented the *in camera* minutes from the November 8, 2024 Board of Directors meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the *in camera* minutes of the November 8, 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**

#### **2025 Board of Directors, Fair Practices and Internal Audit Department Budgets**

(Board Order No. 43/24)

The CFO joined the meeting.

Ron Koslowsky introduced this item on behalf of the Finance Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2025 budget for the Board of Directors, Fair Practices Office and Internal Audit departments.

#### **2025 Budgets**

(Board Order No. 44/24)

Ron Koslowsky introduced this item on behalf of the Finance Committee. There was discussion about the Research and Workplace Innovation Program funding allotment and the future of the program. There was also discussion around the reallocation of staff resources throughout the organization to support business requirements.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved the 2025 operating and capital budgets.

**Confirm 2025-2029 Five Year Plan Financial Assumptions and Projections, Average Assessment Rate and Maximum Assessable Earnings**

(Board Order No. 45/24)

Ron Koslowsky introduced this item on behalf of the Finance Committee. He reviewed the average assessment rate and the maximum assessable earnings level. He noted the financial projections and assumptions. There was discussion about the injury claim assumptions and the injury claim experience in 2024. More information on the injury claims experience will be provided at the next meeting. It was noted the WCB continues to have a strong diversified portfolio.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the financial assumptions, average assessment rate of \$0.95, maximum assessable earnings of \$167,050 and projected outcomes of the 2025-2029 Five Year Plan.

The CFO left the meeting.

**Policy 20.20, Accessible Customer Service**

(Board Order No. 46/24)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He reviewed the changes which include notices required if there is a disruption to the physical access to the WCB's premises, a requirement for training for staff and provision of the *Accessible Customer Services Standard Regulation* in an accessible format. It was noted the WCB is in compliance with these changes.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the revised Policy 20.20, *Accessible Customer Service* effective November 28, 2024.

**Occupational Health Centre: Funding Proposal**

(Board Order No. 47/24)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. There was discussion about the targeted research and the ongoing refinement of the *Occupational Disease Regulation*. The Manitoba WCB will leverage the work done in other jurisdictions as one of the ways to identify updates to the *Regulation*.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve funding for the Occupational Health Centre Research Proposal.

**Board Nominations - Employer Representative**

(Board Order No. 48/24)

Ron Koslowsky left the meeting.

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

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors recommend that Ron Koslowsky be recommended for the employer caucus vacancy.

Ron Koslowsky re-entered the meeting.

**Committee Terms of Reference**

(Board Order No. 49/24)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He reviewed the proposed changes to the Governance Committee. He noted that recently a process that provides for Committee Chairs to have input into the agenda of their Committee is being piloted. At this time, there are no changes recommended to the terms of reference of the other committees.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors:

1. Approve revised Terms of Reference for;
  - a. Governance Committee; and
2. Confirm the Terms of Reference for;
  - b. Investment Committee
  - c. Finance Committee
  - d. Audit Committee.

## **Board of Directors' Terms of Reference**

(Board Order No. 50/24)

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

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the revised Terms of Reference for the Board of Directors.

## **For Information**

### **Presentation: Simplified Wage Loss Calculation**

The Director, Compensation Performance Training and Quality and the Manager, Compensation Training and Quality joined the meeting.

They provided an overview of the process they have developed to streamline the wage loss payment process on short duration claims. The outcomes of this new process include quicker resolution for both workers and employers, less administrative burden for employers and the WCB, streamlined training for WCB staff and there is no anticipated changes to rates. A pilot was conducted that supports this implementation of the new process.

The Board of Directors received for information the presentation on Simplified Wage Loss Calculation.

The Director, Compensation Performance Training and Quality and the Manager, Compensation Training and Quality left the meeting.

## **Committee Reports**

The Board of Directors received the following Committee reports as information:

Digital Modernization Oversight Committee Meeting - October 17, 2024

Audit Committee Meeting - November 6, 2024

Governance Committee Meeting - November 13, 2024

Finance Committee Meeting - November 21, 2024

## **Administration Report**

The President & CEO noted that following the last Board meeting, the verbatim responses from the change readiness survey were distributed to the Board. She reported on a number of activities that the Administration has undertaken to address concerns.

The President & CEO outlined her plans for strengthening the executive management team.

**Incident Response Executive Summary:** The CTO joined the meeting by video conference. He provided a debrief on the events that lead to the Incident Response activities undertaken at the WCB.

The CTO left the meeting.

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

## **Board of Directors Work Plan**

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

## **Other Business**

### **Land Acknowledgement**

(Board Order No. 51/24)

On motion duly made and carried,

BE IT RESOLVED that the Board of Directors direct the land acknowledgement be read at the beginning of each the Board of Directors meeting and Board Committee meetings.

### **Communication of Board Decisions:**

There was agreement that Board Members would raise matters they would like to share with their constituents during a Board meeting to allow for discussion and direction on shareable information.

### **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 2:21 p.m.

The next meeting will be held on Tuesday, December 17, 2024 at 12:15 p.m.