

WCB Update

September 2015

WCB Raises Awareness that “Reporting Matters”

Report Workplace Injuries to the WCB

For benefits, safe return to work and because it's your right.



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Report Workplace Injuries to the WCB

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Have you seen the ads? You may have spotted them on your drive to work or maybe while watching your favourite show on TV.

Throughout the month of September, WCB ads have been reminding Manitobans to report workplace injuries. This is the second run of this year's public awareness campaign that reinforces a worker's right to report workplace injuries to the WCB and an employer's obligation to report injuries in their workplace.

You can find the campaign ads on television, billboards, transit busses, radio, online, in print and in doctors' offices.

As part of the campaign, the WCB has been promoting reporting resources for workers and employers.

These include short web videos and brochures (in multiple languages) that introduce the reporting process to workers – a great addition to employee orientation or development sessions. As well, there are many resources for employers to learn more about reporting injuries and to promote injury reporting in their workplace.

These, and other, resources are available at wcb.mb.ca – just click on “Campaigns” under the WCB Info menu option.

Remember, everyone has a responsibility within the workers compensation system. To request workplace posters, brochures or other information on how to report a claim, email wcb@wcb.mb.ca.

Changes to the Rate Model Coming in 2016

Having undertaken extensive consultation with its stakeholders, the WCB will be introducing changes to its rate setting model starting in 2016. Consultation with various stakeholder groups started in 2013, and included feedback from various stakeholder groups through a call for written submissions, as well as ongoing input and dialogue with a stakeholder advisory group, which was facilitated by Morneau Shepell.

The consultative feedback was reviewed, and improvements were recommended and compiled into a report that is available on the WCB website at wcb.mb.ca > **WCB Info** > **Rate Model Review**.

Ultimately, the recommendations called for a rate model that offered:

- More protection through collective liability, especially for small and medium employers.
- Less rate volatility and more stability for employers.
- A more balanced focus on prevention and return to work.

“We gathered feedback from both employers and labour and are using it to help enhance our rate system,” says Winston Maharaj, WCB President and CEO. “Employers will see changes to the rate model beginning in 2016 that will be phased in over the next five years.

These enhancements will help create a more fair and balanced system, and directly addresses issues brought forward through our consultation process.”

The costs of the workers compensation system are paid by employers, and the assessment rate model determines how those costs are allocated among employers.

Employers can expect to receive more information from the WCB in the months ahead.

Outdoor Summer Concert Series Wraps up at the WCB



The WCB again partnered with Downtown BIZ this summer, and added a second concert series downtown at the WCB plaza at 333 Broadway. Every other Thursday

from July to early September saw several talented local artists featured, with the public enjoying a free summer concert over the noon hour on our plaza.

We look forward to next summer again partnering with Downtown Biz to bring exciting events to our plaza. Stay tuned and join us next summer!

WCB Policy Manual Update

The Policy and Procedures Manual provides policy information for workers and employers covered by workers compensation, as well as for other interested parties who want to understand the policy positions adopted by the Board of Directors.

For the latest updates, visit our website at wcb.mb.ca/policy-manual-updates and see what's new.

Latest Update includes:

Policy Update 04-15

- **Policy 21.10.40 Expenses for Attendance at Appeal Hearings:** Policy amended July 1, 2015 to reflect an increase in travel allowance and an increase in meal allowance for attendance at Appeal Hearings.
- **Policy 35.40.05 Interest Rates under Regulation (Information Only):** Updated July 1, 2015, to reflect interest rates for over/under interest and late payment penalties.

Policy Update 03-15

- **Policy 20.10 Reconsiderations:** This is a new policy approved by the Board of Directors by Board Order No. 21/15 on May 26, 2015 effective July 1, 2015.
- **Policy 21.00 Review Office:** This policy is rescinded by Board Order No. 21/15 on May 26, 2015 effective June 30, 2015 and replaced by Policy 20.10 Reconsiderations.
- **Policy 21.05.10 Reconsideration of Assessment-Related**

Decisions: This policy is rescinded by Board Order No. 21/15 on May 26, 2015 effective June 30, 2015 and replaced by Policy 20.10 Reconsiderations.

- **Policy 35.20.10 Classification of Employer into Industry Sectors and Sub-Groups:** Then Administrative Guidelines to this policy were updated effective April 10, 2015.
- **43.10.50.01 Rehabilitation for Spouses or Common-law Partners of Deceased Workers:** This policy was reposted.
- **Policy 43.20.40 Relocation:** On April 30, 2015 by Board

Order No. 19/15 effective July 1, 2015, the Board of Directors approved rescinding Policy 43.20.40.

- **Policy 43.20.40.01 Relocation:** On April 30, 2015 by Board Order No. 19/15 effective July 1, 2015 the Board of Directors approved rescinding Policy 43.20.40 Relocation and reissuing it as 43.20.40.01.
- **Policy 44.80.30.20 Post Accident Earnings – Deemed Earning Capacity:** Schedule A updated to reflect the 2014 Labour Force Survey (LFS) Data effective July 1, 2015.



Naosh Awards Presented to Workplaces for Safety Efforts

Eight Manitoba workplaces have been honoured with North American Occupational Safety and Health (NAOSH) Awards. The annual awards recognize organizations for their safety and prevention efforts during NAOSH Week.

Each year, the Canadian Society of Safety Engineering (CSSE) presents NAOSH Week, an entire week of activities focused on the prevention of illness and injury. SAFE Work Manitoba supports the event, held this year from May 3 to 9, and recognizes its contributions to building a safety culture and encouraging workplaces to plan special activities and ongoing prevention programs.

The following Manitoba workplaces received awards:

- **Valeant Pharmaceuticals** – Best Overall
- **Black Cat Blades** – Most Innovative
- **Red River College** – Best Representation of a Theme
- **Triple E RV** – Best Community Involvement
- **Costco, St. James Location** – Best New Entry
- **Barkman Concrete** – Industry Leader
- **Bison Transport** – Best Committee Involvement
- **Pollard Banknote** – Judges' Choice

The awards were handed out Sept. 15 at the Winnipeg Winter Club.

SAFE Work Manitoba partners with CCOHS to provide online WHMIS courses

SAFE Work Manitoba provides online Workplace Hazardous Materials Information System (WHMIS) education. In order to make the e-learning courses accessible to all workers in the province, SAFE Work Manitoba is covering the cost.

The courses, offered in partnership with the Canadian Centre for Occupational Health and Safety (CCOHS), are available at safemanitoba.com/training.

This year, WHMIS legislation is changing to align with the Global Harmonized System of Classification and Labeling of Chemicals (GHS). GHS will bring together rules and regulations on chemicals at the national, regional and worldwide levels – an important factor for trade facilitation.

Two courses – *WHMIS 2015 for Workers* and *WHMIS 1988 for Workers* – are available online, each taking about one hour to complete. Certificates will be issued to those who complete the courses and write the online test. To register, visit safemanitoba.com/training and see *New E-Learning Courses*.

Online WHMIS education is one tool to facilitate WHMIS education in Manitoba. To be compliant, workplaces must always provide workers with training that is specific to the chemicals, safe work procedures and emergency plans in their workplaces. Education and training are important parts of understanding hazards and both are required to be compliant with WHMIS legislation.

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