

Present:

Michael Werier, Chairperson

Winston Maharaj, President & CEO (Non-voting)

Peter Dyck

Sonya Penner

Liz Roberts

Jean-Guy Bourgeois

Sylvia Farley

Marc Lafond

Yvette Milner

Chris Lorenc

Ron Koslowsky

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

Also Attending:

Lori Ferguson Sain, General Counsel & Vice President, Compliance & Corporate Services

Heather Baete, Recording Secretary

In Attendance for Specific Items:

Darren Oryniak, Vice President, Compensation Services

Renzo Borgesa, Vice President, Assessments, Innovation & Technology (AIT)

Patrick Molloy, Chief Information Officer (CIO)

Call to Order

The Chairperson called the meeting to order at 12:19 p.m.

Minutes of Previous Meeting

The Chairperson presented the minutes from the September 27, 2018 meeting of the Board of Directors.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the September 27, 2018 Board of Directors meeting are confirmed as a reasonable record.

Business Arising

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

WCB Strategic Framework: The Vice President, Compensation Services joined the meeting to provide information regarding the WCB's role in the RTW Roadmap and the role of Compliance in RTW practices. It was noted that penalties are an outcome, not a goal of the compliance framework.

The Vice President, Compensation Services left the meeting.

For Decision

WCB Strategic Framework

(Board Order No. 29/18)

The President & CEO reviewed the Strategic Framework noting the changes that have been incorporated as a result of discussions at the Strategic Planning Session. A revision to the mission was suggested.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2019-2023 Strategic Framework, and authorize the President & CEO to approve any further minor edits, as required.

Surplus Distribution and Funding Policies

(Board Order No. 30/18)

Yvette Milner introduced this item on behalf of the Finance Committee. She noted the proposed policy statements are required to support the distribution of surplus initiative.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the following policies:

- New Policy: 31.05.30 *Allocation of Surplus Distribution among Class E Employers*
- Revised Policy: 31.05 *Funding Policy*

Plan Text Changes - WCB of Manitoba Retirement Plan

(Board Order No. 31/18)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He noted the two proposed changes have been reviewed by the consulting actuary and the Joint Pension Advisory Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve changes to the WCB of Manitoba Retirement Plan (the Plan) text to:

- Make contributions mandatory during maternity/parental/adoptive leave.
- Specify that "deemed" earnings be used in the calculation of the Plan member's pensionable earnings and contribution rate during maternity/parental/adoptive leave.

Policy 20.20 Accessible Customer Service

(Board Order No. 32/18)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. This policy is required to comply with *The Accessibility for Manitobans Act*.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the new Policy 20.20, *Accessible Customer Service*, effective November 1, 2018.

Research and Workplace Innovation Program

(Board Order Nos. 33/18, 34/18 and 35/18)

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

Chris Lorenc and Sonya Penner stepped out of the meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the following projects for funding with or without modifications under the 2018 RWIP:

- Providing Tools to Benchmark Disability Management and Return to Work Performance in Construction Workplaces in Manitoba - University of Manitoba (\$131,521.75)

Chris Lorenc and Sonya Penner rejoined the meeting.

Michael Werier stepped out of the meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the following projects for funding with or without modifications under the 2018 RWIP:

- Functional Movement System - A Proactive Approach to Identify Movement Dysfunction - Saul and Claribel Simken Centre (\$52,700.00)

Michael Werier rejoined the meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the following projects for funding with or without modifications under the 2018 RWIP:

- Healthy Nail Salon Worker Project - MFL Occupational Health Centre (\$103,194.00)
- Improving Detection of Work-related Asthma: Validation of the Work-related Asthma Screening Questionnaire-Long Version - Queen's University (\$155,968.00)
- Workplace, Supervisor, Worker and Accommodation Factors Associated with Workers' Compensation Outcomes: An Ecologic Study - Lakehead University (\$195,400.00)
- Return to Work After Work Injury in the Healthcare Sector in Manitoba: The Role of Workplace Policies and Practices - University of British Columbia (\$199,944.00)

Fair Practices Advocate Policy and Reporting Structure

(Board Order No. 36/18)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. There was discussion regarding the proposed name change.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the following:

1. The Fair Practices Advocate be renamed the Director of the Fair Practices Office (FPO);
2. The FPO mandate as an organizational ombudsman continue;
3. The FPO report to the Board of Directors through the Governance Committee with functional and administrative reporting through the Governance Committee Chairperson and the CEO; and
4. The FPO Policy No. 21.90 and the Terms of Reference for the Board of Directors and the Governance Committee be amended to reflect these recommendations.

Recruitment of the Director of the Fair Practices Office

(Board Order No. 37/18)

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 authorize the Governance Committee to undertake the recruitment of a Director of the Fair Practices Office with assistance from the CEO and the Vice President, Human Resources and Strategy.

Appointment of External Member to Investment Committee

(Board Order No. 30/18)

Ron Koslowsky introduced this item on behalf of the Investment Committee. He reviewed the process for the selection of the external member noting the importance of investment experts on the Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the appointment of Nestor Theodorou as an external member of the Investment Committee for a three year term ending December 31, 2021.

For Information

Committee Reports

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

Investment Committee Meeting - September 24, 2018

Finance Committee Meeting - September 24, 2018

Governance Committee Meeting - October 16, 2018

Administration Reports

IBSP Funding: It was reported the MNP Report on Stakeholder Engagement for Workplace Illness and Injury Strategy is now available on the WCB website. The Board thanked the President & CEO for the recent session held with stakeholders who participated in the MNP Report on IBSPs.

Youth Marketing Campaign: There was discussion regarding the measurement techniques for marketing campaigns.

Government Reporting Entity: It was reported at a recent ICD event, the Premier made reference to the removal of the WCB's financial statements from the government reporting entity. The Premier noted WCB financials belong to the compensation system and should not be included in the provincial financial statements.

The Board acknowledged the work of the Administration in preparing materials for the Government's consideration of this matter.

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

Q2 2018 Fair Practices Office Report

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

Management Response to the Fair Practices Office's Report

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.

In Camera Discussion

The Board of Directors adjourned to an *in camera* session at 1:32 p.m.

The Board came out of camera at 1:33 p.m.

The Chairperson left the meeting.

Employer Insights

The Vice President, AIT and the CIO joined the meeting.

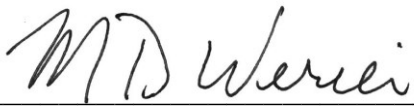
Employer Insights is an interactive reporting platform for Employers to do their own analytics regarding injuries, days lost etc. They will also have access to industry comparison data. A pilot is being rolled out in early November with a phased rollout planned for early 2019.

The Board of Directors received the information and demonstration for information.

Conclusion

As all matters coming before the Board had been dealt with, the meeting concluded at 1:59 p.m.

The next regular meeting will be held in the 6th floor Boardroom, 333 Broadway on Thursday, November 29, 2018 at 12:00 noon.



Chairperson



Corporate Secretary