

**Present:**

Michael Werier, Chair of the Board of Directors

Richard Deacon, President & CEO (ex officio)

Glenn Hildebrand

Ranbir Dhillon

Randal Smith

Jean-Guy Bourgeois

Marc Lafond

Sylvia Farley

Ron Koslowsky

Yvette Milner

Chris Lorenc

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

**Also Attending:**

Cathy Skinner, Vice President, Legal, Compliance & Corporate Services (LCCS)

Heather Baete, Recording Secretary

Candace Crossland, CEO Office Liaison

**In Attendance for Specific Items:**

Vince Jordan, Vice President, Chief Technology Officer

Renzo Borgesa, Vice President, Assessments, Innovation & Transformation

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**Call to Order**

The meeting was called to order at 12:05 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 April 19, 2023 Board of Directors Annual meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the April 19, 2023 Board of Directors Annual meeting are confirmed as a reasonable record.

## **Business Arising**

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

### **For Decision**

#### **Repeal of Policies 44.80.80 and 44.80.80.10**

(Board Order No. 21/23)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He reported these are legacy policies that have no application in the current environment. The principles embodied in these policies have been operationalized.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the repeal of Policy 44.80.80, *Wage Loss Supplements - Second Accident* and Policy 44.80.80.10, *Wage Loss Benefits: Temporary Partial Disability* effective immediately.

#### **Schedule of Occupational Disease Regulation**

(Board Order No. 22/23)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He reported this matter arose during the last legislative review where it was recommended that the Act be amended to allow for the creation of a schedule of occupational diseases, that consultation with stakeholders occur and that the WCB introduce an occupational disease presumption and to create a schedule of occupational diseases by regulation.

There was discussion regarding the process for the development of the regulation and the various challenges encountered and the timing of future work. The Administration will bring forward a framework to guide future work in the fall. It is anticipated that the work being done in other jurisdictions will be leveraged by Manitoba as the ever greening of the Occupational Disease Regulation takes place.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors make a new Schedule of Occupational Disease Regulation, to come into force on the date it is registered under *The Statutes and Regulations Act*.

### **Digital Modernization Oversight Committee - Terms of Reference**

(Board Order No. 23/23)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He noted the Board requested that a Committee be established to provide oversight of the Digital Modernization program.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved the Digital Modernization Oversight Committee Terms of Reference, effective immediately.

### **Digital Modernization Oversight Committee Expert External Members**

(Board Order No. 24/23)

The Board of Directors moved *in camera* for this discussion.

The Board moved out of in camera for the decision.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved Kyle Ross and Michael Anderson as external expert members of the Digital Modernization Oversight Committee and that these appointments be reviewed 12 months after the first meeting of this Committee.

### **Research and Workplace Innovation Program 2023 Funding Recommendations**

(Board Order No. 25/23)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He noted the priorities are unchanged from 2023.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved the following four funding priorities for applications submitted under the 2024 RWIP Call for Applications:

1. Data driven initiatives that target meaningful and measurable reduction in injuries, illnesses or days lost as a result of injury
2. Initiatives targeting injury reduction in the healthcare sector

3. Effective tools, resources and disability management models to support employers reintegrating workers into the workplace following mental health or psychological injuries
4. Innovative approaches that leverage technology or analytics to improve safe return to work outcomes

### **Emerging Market Manager Recommendation**

(Board Order No. 26/23)

Ron Koslowsky introduced this item on behalf of the Investment Committee. He reviewed the search process, criteria and recommendation for a new Emerging Market Manager.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved that Connor, Clark and Lunn be selected to replace Morgan, Meighan & Associates (MMA) as the Emerging Markets Equity manager.

### **Board By-Law #1**

(Board Order No. 27/23)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He noted the Board previously received notice of the intention to amend By-law No. 1 to establish a Digital Modernization Oversight Committee as well as detailing the order to which appointment are made to the Committees.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approved amendments to By-Law No. 1 effective June 21, 2023.

### **For Information**

#### **Digital Modernization Program Update**

The Vice President, Chief Technology Officer and the Vice President, Assessments, Innovation & Transformation joined the meeting to provide an update on the Digital Modernization Program.

A review of the program approach that was approved in January 2023 was provided. It was noted that there has been delays, due in part to the labour relations issues, so the schedule was updated. Information was provided on the framework and which parts of the system need to be replaced first. The Administration reported it has been decided that Assessment be the first system to be replaced.

The Board was advised that a lot of procurement is underway. A 'Change Management Office' is being established and staffing is being pursued. There was discussion about the worker and employer Apps that will be created. The Board expressed concern that the project was already experiencing delays.

The CIO advised the Board that the foundational phase is underway with detailed work is being done to ensure that the WCB avoids the problems that were encountered by the MPI project. The active program risks were reviewed.

The CIO reviewed the digital modernization program and cyber security integration. He reported that the Ernst & Young review identified 35 high risk items. Each risk was reviewed to determine how best to mitigate, including identifying which will be addressed in the legacy systems and which will become part of the digital modernization program.

There was discussion regarding the next steps. An update will be provided at the next Board meeting. It is anticipated that the team will be built over the summer. The CIO reported recently a table top test relating to cyber security was conducted by Hitachi. While the WCB did not perform well, there were many lessons learned which can be addressed immediately. With respect to a ransomware attack, the Board was advised that the WCB backs up systems nightly and as well has a segmented database, both of which mitigate risk.

The Board of Directors received the presentation for information.

### **Committee Reports**

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

- Audit Committee Meeting - May 18, 2023
- Governance Committee Meeting - May 24, 2023
- Investment Committee Meeting - June 1, 2023
- Finance Committee Meeting - June 1, 2023
- Prevention Advisory Council Meeting Minutes - Q2 2023

### **Administration Report**

**Psychological Injuries Policy:** There was discussion regarding the implementation of this policy and the notifications to stakeholders of the new policy. It was reported the Administration has met with the stakeholder groups.

The Board of Directors received the report for information.

### **Corporate Secretary Report**

The Board of Directors received the report for information.

### **Board of Directors Work Plan**

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

### **Other Business**

No other business

### **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 2:45 p.m.

The next meeting will be held on Thursday, September 28, 2023 at 12:15 p.m.