

WCB UPDATE

April 2016

PUBLIC NOTICE OF PENALTIES

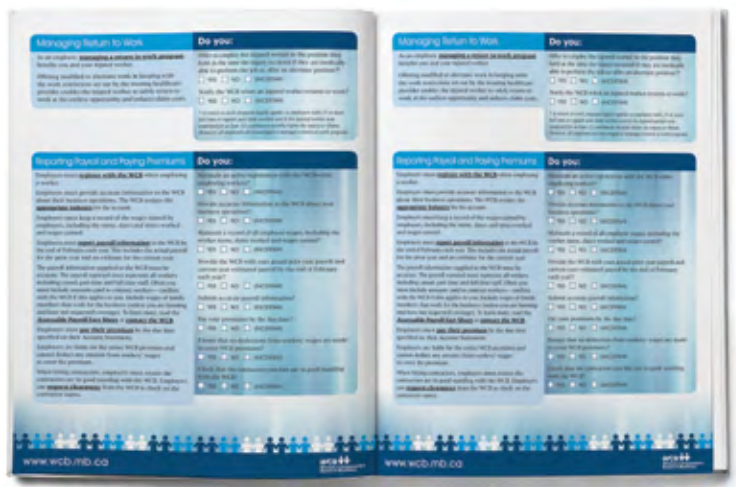
The WCB's Compliance Services team continues to help employers and workers learn and understand their rights and responsibilities to ensure a fair and equitable workers compensation system is available for all.

That means compliance at the WCB is focused on education and helping change behaviour so that regulations and laws are followed. It's a process that can move from explaining expectations and responsibilities in simpler terms to providing guidance and monitoring to ensuring behaviours and actions have changed. Only when education and/or guidance do not have the desired outcomes will the WCB consider taking a more direct enforcement approach and apply an administrative penalty.

Education and awareness are also

important for workers to ensure they understand their rights to workers compensation if they're hurt at work, as well as their responsibilities, for example, in telling the WCB about any income they are earning while receiving WCB benefits and participating in return to work programs.

As part of the continuing implementation of the WCB's enhanced compliance framework, the WCB will list administrative penalties that are levied on the WCB website. The listing of penalties will start in 2016 and will identify who received the penalty along with a description of the offence and the penalty amount. This practice occurs in other jurisdictions as well as with other government agencies where there are serious contraventions of legislation, such as workplace safety and health orders. By publishing this information, employers and workers will learn from the experience of others.



To ensure you're following the rules, the WCB has a Compliance Self-Evaluator tool for employers. It only takes a few minutes to answer a series of questions to find out where you stand.

Find the Compliance Self-Evaluator at wcb.mb.ca/compliance. Answering 'No' or 'Uncertain' to any question means there's an opportunity for improvement. For help in meeting your obligations, or if you have questions, call Compliance Services at 204-888-8081, 1-844-888-8081 or email Compliance@wcb.mb.ca. Finally, contact our office if you suspect fraud or program abuse. Every report is evaluated and, if there is sufficient information, an investigation will take place.

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A Look Back – 100 Years of the WCB



It was a time of grueling physical labour and dangerous working conditions; in certain industries, death and injury were an accepted part of the job. One hundred years ago, injured workers without medical coverage or a job to return to had only one option: to sue their employer. Yet lawsuits could take years and most workers couldn't afford them.

The passing of the *Workmen's Compensation Act* in Manitoba on March 10, 1916 changed all that.

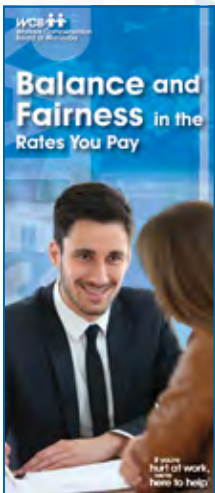
Manitoba was the first province outside of Ontario to enact a version of Sir William Meredith's workers compensation laws, which provided no-fault benefits for injured workers in exchange for giving up their right to sue their employer. Employers agreed to pay for the system, in exchange for protection against lawsuits.

The Act adopted the Meredith Principles and paved the way for the creation of the Workers Compensation Board of Manitoba.



It was on March 10, 1916, that the 15th Manitoba Legislature passed the Workmen's Compensation Act, implementing what is now known as the "historic compromise" between workers and employers.

Changing the Way Your Premiums Are Calculated



The WCB has begun phasing in changes to the way we calculate your premiums. Some of these important changes were outlined in the brochure that you would have received with your rate letter in November, as well as your most recent account statement.

One of the first adjustments that has begun for 2016 is the first phase of the narrowing of risk category ranges. This restricts how much your premium can move above or below the category average. For all employers, the top of the boundary has been reduced from 200 per cent to 120 per cent. For small and medium employers, the lower boundary has risen from 40 to 30 per cent.

By raising the lower boundary, those who are at or near the bottom of the range will see slightly higher premiums. The benefit, however, is that it will lead to enhanced shared liability, as well as protection against the potential of a single claim drastically driving up premiums.

"Our strong financial stewardship has contributed to a healthy reserve surplus, which allows us to cushion the impact on those employers by lowering the average assessment rate," says Winston Maharaj, WCB President and CEO.

The other transition that has begun this year is reducing how quickly rates can rise and fall in any given year. They are now capped at a maximum of 15 per cent upwards or downwards. This will reduce volatility by regulating how much rates are allowed to go up or down in one year and also protect against large rate increases.

"The new rate model is designed to be more responsive to the differences among small, medium and large employers," says Maharaj. "Ultimately, the most effective ways for Manitoba employers to reduce their WCB costs is by improving health and safety at their workplaces, and strengthening their return to work programs."

Further transitional changes will be phased in over the coming years until the new assessment rate model is fully implemented by 2020. We'll continue to provide you with ongoing updates on these changes as they evolve.

For more information, visit wcb.mb.ca and click on **Employers**, or contact Assessment Services at 204-954-4505 or toll free at 1-855-954-4321, extension 4505.



Annual Payroll Information

If you haven't submitted yet, we still need to hear from you

February 29th was the deadline for submitting your annual payroll information and even though the deadline has come and gone, we still need your information. If you are not employing workers right now, your payroll information is still required so we can manage your account properly.

The easiest and fastest method to provide us with your payroll information is through the Online Payroll Reporting application on the WCB website. Employers who have already submitted their payroll information this way give the system two thumbs up!

"Really great ! Much easier than filling out and mailing in the paper work"

"I love online reporting! it is fast, easy and effortless!"

"Very easy and user friendly."

Access the Online Payroll Reporting application from the WCB Home page at wcb.mb.ca. Click on the Payroll Reporting link beside the slide show near the top of the page. You are also welcome to provide your information over the phone. Simply give us a call at 204-954-4505 (toll free at 1-855-954-4321, extension 4505). Providing the information only takes a few moments whichever method you choose. To make it easier, have the following information available:

- WCB Account number
- Access code (if you are using the online application; this information was provided in the Annual Payroll letter sent to you in January)
- Contact information
- Total actual payroll for 2015
- Total estimated payroll for 2016

This information is critical for us to manage your account, in particular, for calculating your 2016 premium. If you don't provide the information to us, we are required to calculate an amount for your actual 2015 payroll and your estimated 2016 payroll, but this will mean also having to apply a Late Filing Penalty to your 2016 assessment premium. In addition, if you have Optional Coverage and have not provided your payroll information, you are at risk of having your account closed, potentially leaving yourself and/or your workers without coverage. You can avoid this situation if you contact us prior to the end of April. If you're not sure what information to provide or if you have any questions at all, please call us directly and we can talk you through the requirements. We're here to help, and you might be surprised at how little time it actually takes.

Return to Work is Good for Business

Any business that has experienced a workplace injury knows the pain and suffering it can cause the injured worker, as well as the disruption and financial loss to the employer.

When an injury or illness occurs, one key objective is returning the injured worker to health and work. Contributing to the workplace, even in an altered capacity, lessens the personal and financial impact of an injury or illness and aids in the recovery and overall wellness of the worker. Doing this successfully requires a partnership between the worker, employer, healthcare provider, union (if present) and the WCB.

The majority of employers and workers recognize that return to work is integral to the well-being of businesses in our province. However, designing and implementing a successful return to work program doesn't happen automatically or easily. That's why the WCB offers a free workshop, *Return to Work Basics*, that's designed to help employers create or improve return to work programs. The daylong workshop covers:

- key concepts and principles of return to work
- a description of the benefits and legal obligations of return to work programs
- the basic elements for setting up a customized program to meet the unique needs of your workplace
- sample program documents and forms to help you build your program.

Whether it's your first experience with return to work or you're interested in a refresher, register for the free workshop, or our WCB Basics workshop, by visiting wcb.mb.ca/training.

SAFE Work on Wheels – safety awareness that travels to you!

Could your workplace use a dynamic and informative refresher on safety?

SAFE Work on Wheels (SWOW) is SAFE Work Manitoba's mobile unit, bringing safety demonstrations to you. SWOW is:

- free!
- portable – we'll travel to sites across Manitoba
- applicable to many industries and occupations
- customizable – we can do presentations from 15 minutes to an hour in length
- interactive – our engaging presenters will capture your group's attention with up to four demonstrations addressing the most common kinds of safety incidents.



Demonstrations

Fall protection – This demonstration drives home the importance of taking measures to prevent workers from falling. See the difference that a shock-absorbing lanyard makes to Rescue Randy, our test dummy.

Lifting – We've all heard that we should lift with our legs, not our back. Witness first-hand what a difference it really makes.

Hand safety – Learn how essential the right personal protective equipment is during this cutting-edge demonstration.

Eye protection – Get a closer look at the importance of proper safety glasses. You'll see how they perform compared to regular glasses when a high-impact tool makes contact.

Book SWOW... Now!

Contact Shawn Trudell, SAFE Work Manitoba Prevention Consultant, at 204-954-6136 or strudell@safeworkmanitoba.ca to book a SWOW presentation.

Book soon to get your preferred date. Spots fill up quickly for the SWOW season, which runs from early May to the end of October.

WCB Grants Aim to Support Innovation and Research



On February 22, the WCB announced the recipients of seven grants in support of projects that will help keep Manitoba workers safe and recover from workplace injuries.

The funding is part of the WCB's Research and Workplace Innovation Program (RWIP). This year's initiatives range from injury prevention projects, to scientific research projects, and health and safety training for

newcomers to Manitoba's workforce.

Since 2009, funding has supported 55 workplace prevention, education and training initiatives.

The RWIP is now accepting applications for 2016 grants. For more information, call Bruce M. Cielen at 204-954-4650 or visit the WCB website at www.wcb.mb.ca/research-and-workplace-innovation-program-0.

Return undeliverable copies to:

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