

Present:

Michael Werier, Chairperson
Winston Maharaj, President & CEO (Non-voting)
Peter Dyck
Sylvia Farley Rob Labossiere Jean-Guy Bourgeois
Jane MacKay Yvette Milner

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:

Lorena Trann, Chief Financial Officer, Finance & Administrative Services
Darren Oryniak, Vice President, Compensation Services
Shannon Earle, Vice President, Human Resources & Strategy

Regrets:

Colleen Seymour, Director
Jan Schubert, Director
Chris Lorenc, Director

CALL TO ORDER

The Chairperson called the meeting to order at 12:15 p.m. He noted regrets were received from Colleen Seymour, Jan Schubert and Chris Lorenc.

MINUTES OF PREVIOUS MEETING

The Chairperson presented the minutes from the October 26, 2017 meeting of the Board of Directors.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the October 26, 2017 Board of Directors meeting are confirmed as a reasonable record.

BUSINESS ARISING

FOR CONSIDERATION/DECISION

**2018 BOARD OF DIRECTORS, FAIR PRACTICES AND INTERNAL AUDIT
DEPARTMENT BUDGETS**

(Board Order No. 29/17)

Rob Labossiere 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 2018 budgets for the Board of Directors, Fair Practices and Internal Audit Departments.

2018 BUDGETS

(Board Order No. 30/17)

The CFO joined the meeting.

Rob Labossiere introduced this item on behalf of the Finance Committee.

The President & CEO provided background information on the assumptions used in the preparation of the budgets. With respect to salaries, it was reported a general wage increase has not been budgeted. Merit step increases will continue to be awarded where appropriate.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2018 operating expense budget, the 2018 capital expenditures budget and the 2018 SAFE Work Manitoba budget.

2018 DETAILED PREMIUM RATES

(Board Order No. 31/17)

Rob Labossiere introduced this item on behalf of the Finance Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors receive for information the results of running the assessment rate model for 2018.

The CFO left the meeting.

RETURN TO WORK AND STRATEGIC PLANNING

The Vice President, Compensation Services and the Vice President, Human Resources & Strategy joined the meeting.

The Vice President, Compensation Services reviewed the feedback received from the annual Board planning meeting and provided background on the challenges of Return to Work (RTW). The guiding principles were reviewed. He identified the key success statements that are necessary for RTW to be successful.

The Vice President, Compensation Services reviewed a number of potential new solutions as well as enhancements to current processes that could improve RTW in Manitoba. The potential solutions were discussed along with a timeline for the various activities on the RTW Road Map. There was discussion about communication campaigns and the difference in focus between a broad campaign vs a targeted campaign.

There was discussion regarding barriers to RTW in the healthcare sector. It was suggested that mapping the healthcare RTW process could be helpful in order to identify other possible barriers to timely RTW.

The Vice President, Human Resources & Strategy division reviewed the plan for the refresh of the WCB Strategic Plan. She noted the plan will be updated for consideration at the May 2018 Strategic Planning session with the plan being finalized in the fall of 2018 for implementation in 2019.

The President & CEO encouraged Board members to email him directly with any comments or suggestions to the points raised in the RTW Road Map.

The Vice President, Compensation Services and the Vice President, Human Resources & Strategy left the meeting.

ANNUAL ADJUSTMENT IN COMPENSATION REGULATION

(Board Order No. 32/17)

Rob Labossiere 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 regulation concerning the 2018 Adjustment in Compensation.

**PROCESS TO DEAL WITH CONFLICTS OF INTEREST - BOARD OF DIRECTORS
BY-LAW NO. 2**

(Board Order No. 33/17)

Peter Dyck introduced this item on behalf of the Audit Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors receive Notice of Intention to Amend By-law No. 2 to set out a process to deal with Conflicts of Interest, as set out in the draft by-law.

REAPPOINTMENT OF EXTERNAL MEMBER TO THE AUDIT COMMITTEE

(Board Order No. 34/17)

Peter Dyck introduced this item on behalf of the Audit Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the reappointment of Donald Sobkow as an external member of the Audit Committee for a two year term ending December 31, 2019.

COMMITTEE AND CHAIRPERSON APPOINTMENTS

The Chairperson asked that in keeping with the process established last year, that Directors contact the Chairperson directly to indicate their preference with regards to Committee appointments as well as whether they are interested in chairing a Committee.

OTHER BUSINESS

No other business.

REPORTS

COMMITTEE REPORTS

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

Audit Committee Meeting - November 8, 2017

Prevention Committee Meeting - November 16, 2017

Finance Committee Meeting - November 21, 2017

ADMINISTRATION REPORTS

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.

CONCLUSION

As all matters coming before the Board had been dealt with, the Chairperson declared the meeting to be concluded at 2:36 p.m.

The next regular meeting will be held in the 6th floor Boardroom, 333 Broadway on December 19, 2017 at 1:00 p.m.



Chairperson



Corporate Secretary