

Present:

Michael Werier, Chairperson

Winston Maharaj, President and CEO (Non-voting)

Chris Lorenc

Jane MacKay

Paul Challoner

Ron Stecy

Rob Labossiere

Wendy Sol (via teleconference)

Ken Sutherland

Jan Schubert

Colleen Seymour (via video conference)

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

In Attendance for Specific Items:

The Honourable Erna Braun, Minister of Labour & Immigration

Rhiannon Hayes, Special Assistant to Minister of Labour & Immigration

Lorena Trann, Chief Financial Officer, Finance & Administrative Services (CFO)

Deana Martz, Fair Practices Advocate (via teleconference)

CALL TO ORDER

The Chairperson called the meeting to order and confirmed the agenda.

MEETING WITH THE MINISTER OF LABOUR & IMMIGRATION

The Chairperson welcomed Minister Braun and Special Assistant Rhiannon Hayes to the meeting. He thanked the Minister for her support of WCB programs.

The Minister expressed appreciation for the work done by the WCB and thanked Board members for their dedicated service.

The guests left the meeting.

MINUTES OF PREVIOUS MEETING

The Chairperson presented the minutes from the November 26, 2015, meeting of the Board of Directors.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the November 26, 2015 meeting of the Board of Directors are confirmed as a reasonable record.

BUSINESS ARISING

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

FOR CONSIDERATION/DECISION**POLICY 44.05.30 ADJUDICATION OF PSYCHOLOGICAL INJURIES AND POLICY 44.20 DISEASE/GENERAL**

(Board Order No. 54/15)

Ron Stecy introduced discussion on behalf of the Policy, Planning, Governance and Service Committee.

The Board discussed the Post-Traumatic Stress Disorder presumption. Policy changes are required as part of the implementation of this legislation. They were interested in the estimated increase in claim volumes and the Administration's implementation plans.

There was discussion regarding the effective date of the presumption. The presumption will apply to claims where PTSD is diagnosed on and after the effective date of January 1, 2016.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors:

1. Approve the revisions to Policy 44.05.30, *Adjudication of Psychological Injuries* and Policy 44.20, *Disease/General*, effective January 1, 2016; and
2. Receive for information the revised Guidelines to the *Adjudication of Psychological Injuries Policy*.

GROUP LIFE INSURANCE REGULATION

(Board Order No. 55/15)

Jane MacKay introduced this item on behalf of the Policy, Planning, Governance and Service Committee. The Regulation has been reviewed in light of concerns raised by a group of self-insured employers.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors:

1. Receive as information the background and conclusions of the Regulation review.
2. Approve the proposal for next steps, namely, to consider the issue in the context of the upcoming review of *The Workers Compensation Act*.

POLICY 22.20 PROGRAM ABUSE

(Board Order No. 56/15)

Ron Stecy introduced discussion on behalf of the Policy, Planning, Governance and Service Committee. The changes to the policy are required to refer to the new Policy 20.10 *Reconsiderations*.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve:

1. Changes to Policy 22.20 *Program Abuse*, effective January 1, 2016; and
2. Receive as information the revised Guidelines.

STATEMENT OF INVESTMENT POLICIES & OBJECTIVES - RETIREMENT PLAN

(Board Order No. 57/15)

Jan Schubert introduced this item on behalf of the Investment Committee. Annually the Statement of Investment Policies & Objectives is reviewed. Changes to the policy include updating the breakdown of the liabilities of the Retirement Plan among active, deferred and retired members and updating the Plan Profile to reflect the plan membership requirements for new employees.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the revised Workers Compensation Board Retirement Plan Statement of Investment Policies & Objectives effective January 1, 2016.

STATEMENT OF INVESTMENT POLICIES & OBJECTIVES - ACCIDENT FUND

(Board Order No. 58/15)

Jan Schubert introduced this item on behalf of the Investment Committee. The policy has been updated to include the addition of small and mid cap equities to the Policy Asset Mix, changes to the Characteristics of the Policy Asset Mix to reflect changes in the discount rate and inflation rate, changes to real estate management to reflect the appointment of the new manager and the addition of a section called "Pooled Funds" to provide for the investment in equity assets in pooled funds.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve revisions to Policy 32.00 *Statement of Investment Policies & Objectives* effective January 1, 2016.

VALUE ADDED TARGET FOR ACCIDENT FUND

(Board Order No. 59/15)

Paul Challoner introduced this item on behalf of the Investment Committee. The Board considered the merits of establishing a value added target for additional return from active management for the Accident Fund to enhance performance evaluation.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve in principle the establishment of a value added target for the WCB investment portfolio.

RETIREMENT PLAN - FUNDING POLICY REVIEW

(Board Order No. 60/15)

Jan Schubert introduced this item on behalf of the Investment Committee. Annually the WCB Retirement Plan Funding Policy is reviewed.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the updated Funding Policy for the WCB Retirement Plan.

OTHER BUSINESS

No other business.

REPORTS

COMMITTEE REPORTS

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

Policy, Planning, Governance and Service Committee Meeting - December 3, 2015

Investment Committee Meeting - December 9, 2015

Finance Committee Meeting - December 9, 2015

ADMINISTRATION REPORTS

Rate Model: The President & CEO reported that the letters advising individual employers of their 2016 rates were distributed the week of November 30. The call volume was less than anticipated.

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

The CFO joined the meeting.

WCB Retirement Plan: The Board discussed the Retirement Plan Profile. It was noted that enrolment in the plan is mandatory for all full-time permanent employees. There was discussion regarding enrolment dates to the plan. The Board asked for information about enrolment dates for the Retirement Plan and when it last changed as well as what the waiting periods are for other benefits. It was reported that any change to the plan text would be reviewed by the Policy, Planning, Governance and Service Committee prior to consideration by the Board of Directors.

The CFO left the meeting.

REPORT OF THE FAIR PRACTICES ADVOCATE

The Fair Practices Advocate (FPA) joined the meeting by teleconference.

The FPA reviewed her Third Quarter Report noting the issue volume is up slightly over the previous year. She reported improvements in friendliness of service and "calls answered" and suggested this may be related to the new call centre structure. She reviewed issues related to training and timeliness.

The Board of Directors received the report for information.

The FPA left the meeting.

MANAGEMENT RESPONSE TO THE FAIR PRACTICES ADVOCATE REPORT Q3 2015

The President & CEO reported that Compensation Services is implementing new best practices training for all staff in the area to provide a more consistent approach to the delivery of service to clients. There was discussion regarding the various avenues for addressing issues related to timeliness and training.

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.

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 2:24 p.m.



Chairperson



Corporate Secretary