

Present:

Michael Werier, Chairperson

Winston Maharaj, President and CEO (Non-voting)

Chris Lorenc

Jane MacKay

Paul Challoner

Ken Sutherland

Colleen Seymour

Jan Schubert

Wendy Sol

Ron Stecy

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:

David Scott, Vice President, People, Technology & Innovation Services

Indi Ramkisson, Organizational Development Consultant

Regrets:

Rob Labossiere, Director

CALL TO ORDER

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

MINUTES OF PREVIOUS MEETING

The Chairperson presented the minutes from the October 29, 2015, meeting of the Board of Directors.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the October 29, 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

2016 DETAILED PREMIUM RATES

Paul Challoner introduced discussion on this item on behalf of the Finance Committee.

The assessment rates for the general pool of employers (Class E) are established and announced annually.

The Board of Directors received for information the results of running the assessment rate model for 2016.

**2016 BOARD OF DIRECTORS, FAIR PRACTICES AND INTERNAL AUDIT
DEPARTMENTAL BUDGETS**

(Board Order No. 46/15)

Paul Challoner introduced discussion on this item on behalf of the Finance Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2016 budgets for the Board of Directors, Fair Practices and Internal Audit Departments.

2016 BUDGETS AND 2017-2020 PROJECTIONS

(Board Order No. 47/15)

Paul Challoner introduced discussion on this item on behalf of the Finance Committee, Investment Committee and Prevention Committee.

The Board discussed the budgets. It was suggested that consideration be given to updating the back entrance of 333 Broadway. An allocation for this is included in the budget. There was also a discussion related to the projected deficits in years 2018 - 2020 and how they will have an effect on reducing the funding ratio from the current level, which is above target, down to the target level. The projected deficits will be incurred as the WCB continues to make various improvements and investments in the compensation system.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2016 operating expense budget, the 2016 capital expenditures budget, the 2016 SAFE Work Manitoba budget, the 2016 investment budget and the 2016 - 2020 budgeted/projected financial statements.

WCB PENALTIES REGULATION

(Board Order No. 48/15)

Ron Stecy introduced this item on behalf of the Policy, Planning, Governance and Service Committee. He noted the amendments to the *Interest, Penalties and Financial Matters Regulation* were approved in principle at the October Board of Directors meeting.

There was a discussion relating to claims suppression and penalties. It was suggested that lack of education regarding responsibilities could lead to non-compliance. It was reported that where lack of knowledge regarding responsibilities exists, education would be provided.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the amendments to the *Interest, Penalties and Financial Matters Regulation* effective on January 1, 2016 or on registration, whichever is later.

ESTABLISHING A FINANCIAL INCENTIVE PROGRAM

(Board Order No. 49/15)

Chris Lorenc introduced this item on behalf of the Prevention Committee. He noted that the incentive program is an element of SAFE Work Manitoba's "Enhanced Prevention Incentive and Certification"(EPIC) program. It was noted that establishing an incentive program should be considered as an investment in safety.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the proposed key elements of the financial incentive program and the plan for further development of policy and guidelines.

COMMITTEE APPOINTMENTS

(Board Order No. 50/15)

The Chairperson introduced discussion. He noted that a number of Board appointment will end in the new year. In the meantime the Committee appointments will be made and then revisited when necessary.

On motion duly made and carried.

BE IT RESOLVED THAT the Board of Directors elect members to each of the following Committees for the year ending December 31, 2016:

Audit Committee	Jane MacKay - Chairperson Wendy Sol Ken Sutherland
Investment Committee	Paul Challoner - Chairperson Rob Labossiere Jan Schubert
Finance Committee	Paul Challoner - Chairperson Rob Labossiere Jan Schubert
Policy, Planning, Governance and Service Committee	Ron Stecy - Chairperson Chris Lorenc Colleen Seymour
Prevention Committee	Chris Lorenc - Chairperson Wendy Sol Ken Sutherland

CEO EVALUATION COMMITTEE

(Board Order No. 51/15)

The Chairperson introduced discussion. He noted annually, a CEO Evaluation Committee is convened to act as a resource throughout the evaluation process.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors appoints the following members to the CEO Evaluation Committee:

- Employer Representative - Jane MacKay
- Worker Representative - Rob Labossiere
- Public Interest Representative - Jan Schubert.

REVIEW OF BY-LAW NO. 2 CONFLICT OF INTEREST

(Board Order No. 52/15 & 53/15)

Ken Sutherland introduced this item on behalf of the Audit Committee. The Board discussed the Director Protocol - Use of Community Event Tickets.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors confirm By-Law No. 2 Relating to Confidentiality and Conflict of Interest.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve a revision to the Board of Directors Protocol - Use of Community Event Tickets.

Opposed: Ken Sutherland, Chris Lorenc, Colleen Seymour

OTHER BUSINESS

PROGRAM PRESENTATION: SUCCESSION PLANNING

The Vice President, People, Technology & Innovation Services and the Organizational Development Consultant joined the meeting.

The Board of Directors received a presentation on the succession management process at the WCB including workforce analysis and leadership succession management.

The Board of Directors received the presentation for information.

The Vice President, People, Technology & Innovation Services and the Organizational Development Consultant left the meeting.

REPORTS

COMMITTEE REPORTS

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

- Prevention Committee Meeting - November 3, 2015
- Audit Committee Meeting - November 12, 2015
- Investment Committee Meeting - November 18, 2015
- Finance Committee Meeting - November 18, 2015

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 2:08 p.m.



Chairperson



Corporate Secretary