

Present:

Michael Werier, Chairperson
Winston Maharaj, President and CEO (Non-voting)
Chris Lorenc Jane MacKay
Ken Sutherland Colleen Seymour Jan Schubert
Wendy Sol Ron Stecy Rob Labossiere

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:

Ron Hambley
Alice Cochingyan, Director Internal Audit
Renzo Borgesa, Chief Innovation Officer
Jamie Hall, Chief Operating Officer, SAFE Work Manitoba
Patrick Molloy, Manager, Business Intelligence

Regrets:

Paul Challoner, Director

Former Board Member Ron Hambley joined the Board of Directors for lunch and a presentation marking his contribution to the Board.

CALL TO ORDER

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

MINUTES OF PREVIOUS MEETING

The minutes of the June 17, 2015 meeting were confirmed as a reasonable record.

BUSINESS ARISING

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

FOR CONSIDERATION/DECISION

PROJECTS RECOMMENDED FOR FUNDING UNDER THE 2015 RWIP PROGRAM

(Board Order No. 38/15, 39/15 and 40/15)

Chris Lorenc and Ron Stecy declared potential conflicts of interest and left the meeting.

Colleen Seymour introduced this item on behalf of the Policy, Planning, Governance and Service Committee. Annually the Committee makes recommendations for funding for projects received under the Research and Workplace Innovation Program.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve for conditional funding under the 2015 RWIP:

- #4. "Standardized & Integrated Safety Training for Manitoba's Skilled Trades" (Manitoba Building and Construction Trades Council and Allied Hydro Council of Manitoba)

Ron Stecy rejoined the meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve for conditional funding under the 2015 RWIP:

- #6. "WORKSAFELY On Line Program" (Manitoba Heavy Construction Association)

Chris Lorenc rejoined the meeting.

On motion duly and the carried,

BE IT FURTHER RESOLVED THAT the Board of Directors approve for conditional funding under the 2015 RWIP:

- #1. "Supervisor and Worker Perspectives on Workplace Accommodations for Mental Health" (Lakehead University)
- #2. "Mental Health Outcomes Following Workplace Injury" (University of Manitoba)
- #3. "Development of a Comprehensive Toolkit for Evaluating Workplace Musculoskeletal Injury Interventions: Swine Injection Technologies as a Test Case" (University of Saskatchewan)

#5. "Exploring the New Standard: Psychological Safety in the Workplace using Joint Workplace Health and Safety Committees. Risk/Hazard Identification, Reducing the Hazard, Education, and Evaluation" (Hamilton Grace & Associates)

#7. "Engaging an Organization in the Prevention of Work Related Injuries" (St. Boniface Hospital)

POLICY 44.100.20 ANNUITIES

(Board Order No. 41/15)

Ron Stecy introduced this item on behalf of the Policy, Planning, Governance and Service Committee. The proposed policy revisions provide a consolidated policy that is up to date, clear and provides guidance on the application of the policy.

BE IT RESOLVED THAT the Board of Directors:

1. Rescind Policy 44.100.20.01, *Annuities*, and Policy 44.100.20.02, *Annuities*; and
2. Approve amendments to Policy 44.100.20, *Annuities* effective January 1, 2016.

POLICY 44.80.10.10 AVERAGE EARNINGS, POLICY 44.80.30.10 ESTABLISHING POST-ACCIDENT EARNING CAPACITY

(Board Order No. 42/15)

Colleen Seymour introduced this item on behalf of the Policy, Planning, Governance and Service Committee. The proposed change to the Policy 44.80.10.10 *Average Earnings* is to provide authority and process for considering Canada Revenue Agency personal income tax Line 229 deductions in the calculation of workers' average earnings. A change to Policy 44.80.30.10 *Establishing Post-Accident Earning Capacity* is required to remain consistent with the *Average Earnings* policy.

The Board was interested in whether further policy changes are required in light of the changes to CPP as a collateral benefit. This matter will be considered as part of the next review of this policy.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve:

1. The addition of Schedule "E" to WCB Policy 44.80.10.10, *Average Earnings*; and
2. Revisions to WCB Policy 44.80.30.10, *Establishing Post-Accident Earning Capacity*, effective January 1, 2016.

WCB PENALTIES REGULATION

(Board Order No. 43/15)

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

With the recent passage of Bill 35, further amendments to the Regulation are required. In addition, experience has been gained in the implementation of the Regulation since January 2015 and additional amendments have been identified which would enhance the effectiveness of the administrative penalty structure and recognize efforts at compliance.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve in principle the amendments to the *Interest, Penalties and Financial Matters Regulation* effective on proclamation of Bill 35.

ACTUARIAL PROJECTS AND SIGNIFICANT ASSUMPTIONS

(Board Order No. 44/15)

Jan Schubert introduced this item on behalf of the Finance Committee. Annually the Board of Directors reviews the significant actuarial assumptions used in the calculation of benefit liability to ensure the annual benefit liability valuation is appropriate.

BE IT RESOLVED THAT the Board of Directors approve the revised economic assumptions which includes reducing the:

- Discount rate to 5.75% from 6.00%,
- General Inflation to 2.25% from 3.00%,
- Wage Inflation to 3.25% from 4.00%, and
- Healthcare Inflation to 5.25% from 6.50%.

ADJUSTMENT IN COMPENSATION REGULATION

(Board Order No. 45/15)

Jan Schubert introduced this item on behalf of the Finance Committee. Annually the Board of Directors is required to make a regulation that indexes specific dollar amounts of compensation.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the regulation concerning the 2016 Adjustment in Compensation.

INTERNAL AUDIT PLANNING

The Director, Internal Audit joined the meeting.

The Board adjourned to an *in camera* session.

The Director of Internal Audit left the meeting.

OTHER BUSINESS

PROGRAM PRESENTATION: BUSINESS INTELLIGENCE AND DATA ANALYTICS

The Chief Innovation Officer, the Chief Operating Officer, SAFE Work Manitoba and the Manager, Business Intelligence joined the meeting.

The Business Intelligence Unit was created in 2014 to centralize data collection and analysis at the WCB and to provide a platform to move to a more evidence-based approach to the work of the organization. Information was provided on the vision for the department, data collection and an example of the type of information that has been used by SAFE Work Manitoba in their program delivery.

The Board of Directors received the presentation for information.

The Chief Innovation Officer, the Chief Operating Officer, SAFE Work Manitoba and the Manager, Business Intelligence left the meeting.

REPORTS

COMMITTEE REPORTS

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

Prevention Committee Meeting - September 24, 2015

Policy, Planning, Governance and Service Committee Meeting - October 14, 2015

Investment Committee Meeting - October 21, 2015

Finance Committee Meeting - October 21, 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

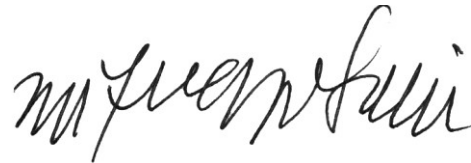
The Board of Directors adjourned to an *in camera* session.

CONCLUSION

As all matters coming before the Board had been dealt with, the Chairperson declared the meeting to be concluded at 2:04 p.m.



Chairperson



Corporate Secretary