

**Present:**

Michael D. Werier, Chairperson  
Doug Sexsmith, President & CEO (Non-voting)  
Bob Dewar                                      Wendy Sol  
Jane MacKay                                    Paul Challoner                                    Ron Hambley  
Ilana Warner                                    Ken Sutherland                                    Carla Kematch

Being a quorum of the Board of Directors under *The Workers Compensation Act*.

**Also attending:**

Lori Ferguson Sain, General Counsel & Corporate Secretary

**Attending for Specific Items:**

Jeff Parr, Deputy Minister of Labour  
Lorena Trann, Chief Financial Officer  
Rob Labossiere, Director (Via Teleconference)

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**CALL TO ORDER**

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

**MEETING WITH JEFF PARR, DEPUTY MINISTER OF LABOUR & IMMIGRATION**

Jeff Parr, Deputy Minister of Labour joined the meeting. He provided the Board of Directors with an update on activities and initiatives at Workplace Safety and Health Division. He reviewed the budgetary increases for the division as well as the impact that the additional Health & Safety Officers are making.

The Deputy Minister left the meeting.

The Board adjourned to an *in camera* session.

**MINUTES OF PREVIOUS MEETING**

The minutes of the October 29, 2009 meeting were confirmed as a reasonable record.

**BUSINESS ARISING**

The Board received the information provided.

**FOR CONSIDERATION/DECISION**

**2010 BOARD OF DIRECTORS & FAIR PRACTICES DEPARTMENTAL BUDGETS**  
(Board Order No. 36/09)

The Chief Financial Officer joined the meeting.

Ken Sutherland introduced this item on behalf of the Investment and Finance Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2010 department budget for the Board of Directors in the amount of \$274,745 and the budget for the Fair Practices Office in the amount of \$198,213.

**2010 BUDGETS AND 2011-2014 PROJECTIONS**  
(Board Order No. 37/09)

Ken Sutherland introduced this item on behalf of the Investment and Finance Committee.

The Board of Directors discussed the budgets. The Administration will prepare a discussion paper on regional services. The Board suggested that the Administration investigate opportunities to improve the energy efficiency of the WCB offices. The Board was also interested in receiving an update on the WCB security procedures and protocols.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2010 capital expenditures budget, the 2010 operating expense budget, the 2010 investment budget and the 2010-2014 budgeted/projected financial statements.

The Chief Financial Officer left the meeting.

**COMMITTEE CHAIRPERSONS AND COMMITTEE MEMBER APPOINTMENTS**  
(Board Order No. 38/09)

The Chairperson introduced this item.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors maintain the current Committee Membership and Committee Chairs.

**AMENDMENT TO INTEREST ON OVER-ASSESSMENT REGULATION**  
(Board Order No. 39/09)

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

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the amendment to set a floor on the interest rate.

### **ADJUSTMENT IN COMPENSATION REGULATION**

(Board Order No. 40/09)

Ken Sutherland introduced this item on behalf of the Investment and Finance Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors

1. Lift this matter from the table; and
2. Approve the attached regulation concerning 2010 Adjustment in Compensation.

### **MINIMUM ANNUAL EARNINGS REGULATION**

(Board Order No. 41/09)

Rob Labossiere joined the meeting by teleconference.

Ken Sutherland introduced this item on behalf of the Investment and Finance Committee. The Board discussed the regulation with the formula tied to minimum wage. The Board suggested that consideration be given to establishing a mechanism to index minimum annual earnings in a year where there is no increase in the minimum wage. This issue will be brought back to the Board in 2010.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the attached regulation concerning minimum annual earnings.

### **RWIP GRANT EXPENSE RECOMMENDATION FOR 2009**

(Board Order No. 42/09)

The President & CEO introduced discussion on this item. This matter was considered by the Investment and Finance Committee who directed that discussion on this matter be raised to the Board of Directors.

The Board of Directors discussed the Research and Workplace Innovation Program (RWIP). It was suggested that the policy criteria should be reviewed as this is a new program and changes may be

necessary. The Board discussed more advertising of the RWIP.

The Board agreed that the accounting policy motion be addressed. A discussion of the policy options for the Reserve Fund will be dealt with at a future Board meeting.

Carla Kematch left the meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the change in accounting for the Grants Reserve Fund as outlined in accounting option 1.

An amending motion to table this motion was defeated.

Ilana Warner and Rob Labossiere left the meeting.

**RECRUITMENT OF EXTERNAL MEMBER FOR AUDIT COMMITTEE**  
(Board Order No. 43/09)

Ron Hambley introduced this item on behalf of the Audit Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors confirms the appointment of Donald Sobkow as an external member to the Audit Committee for a one year term ending December 31, 2010, subject to reference checks.

**OTHER BUSINESS**

The Board of Directors deferred the presentation on Permanent Partial Impairment Awards to a future meeting.

**CEO EVALUATION**

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

**REPORTS**

**COMMITTEE REPORTS**

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

- Audit Committee Meeting – November 17, 2009
- Investment and Finance Committee Meeting – November 19, 2009

**ADMINISTRATION REPORT**

The Board received the information provided with the agenda.

**BOARD OF DIRECTORS WORK PLAN**

The Board 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 2:57 p.m.



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Chairperson



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Corporate Secretary