

Present:

Colin S. Robinson, Chair of the Board of Directors
Cathy Skinner, President & CEO (ex officio)
Glenn Hildebrand Louise Rowlands
Jean-Guy Bourgeois Marc Lafond
Yvette Milner Ron Koslowsky

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

Also Attending:

Brad Janzen, Corporate Secretary, Vice President, Compliance &
Corporate Services
Heather Baete, Assistant Corporate Secretary

Attending for Specific Items:

Leslie Hurley, Vice President & Chief Financial Officer

Regrets:

Louise Simbandumwe, Director
Chris Lorenc, Director
Marie Buchan, Director

Call to Order

The meeting was called to order at 12:17 p.m. The agenda was confirmed as circulated.

Land Acknowledgement

The Chair read a Statement of Acknowledgment of Indigenous Ancestral and Territorial Lands. He reflected on a documentary on the US revolution and the impact on indigenous communities.

Conflict of Interest Declaration

There were no declared conflicts.

Minutes of Previous Meeting

The Chair presented the minutes from the October 6, 2025 Board of Directors meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the October 6, 2025 Board of Directors meeting were confirmed as a reasonable record.

The Chair presented the *in camera* minutes from the October 6, 2025 Surplus Distribution Discussion meeting

On motion duly made and carried,

BE IT RESOLVED THAT the *in camera* minutes of the October 6, 2025 Surplus Distribution Discussion meeting were confirmed as a reasonable record.

The Chair presented the Summary of Discussions from the October 8, 2025 Board of Directors Strategic Planning Update Session.

On motion duly made and carried,

BE IT RESOLVED THAT the Summary of Discussions of the October 8, 2025 Board of Directors Strategic Planning Update Session were confirmed as a reasonable record.

Business Arising

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

For Decision

2026 Board of Directors, Fair Practices and Internal Audit Department Budgets (Board Order No. 32/25)

The CFO joined the meeting.

Ron Koslowsky 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 2026 budget for the Board of Directors, Fair Practices Office and Internal Audit departments.

2026 Budgets

(Board Order No. 33/25)

Ron Koslowsky introduced this item on behalf of the Finance Committee. The Board discussed the proposed budgets including staffing levels, allocations for priority initiatives and surplus distribution. It was noted there was a significant increase to the WS&H budget which is funded by the WCB.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the 2026 operating and capital budgets.

Confirm 2026-2030 Five Year Plan Financial Assumptions and Projections, Average Assessment Rate and Maximum Assessable Earnings

(Board Order No. 34/25)

Ron Koslowsky introduced this item on behalf of the Finance Committee. He reviewed the five year projections, the average assessment rate and maximum assessable earnings. He noted the allocations for actions arising out of the Legislative Review Committee's work, for information technology and surplus distribution.

The Board discussed strategic priorities and planned changes to the Funding policy relating to rebates, surplus distributions and funding future organizational requirements. The Administration was encouraged to identify any unmet needs.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the financial assumptions, average assessment rate of \$0.95, maximum assessable earnings of \$171,500 and projected outcomes of the 2026-2030 Five Year Plan.

The Board acknowledged the Administration's work in assembling comprehensive budget materials.

The CFO left the meeting.

Worker Care Clinic

(Board Order No. 35/25)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He noted previously the Committee had been interested in expanding the Worker Care Clinic (WCC) model. However, following discussions at the annual strategic planning session it was agreed that other initiatives would be pursued.

The CEO reported the WCC has had positive feedback from workers, however, this has not translated to any differences in claims duration. The WCC has been valuable in helping injured workers and refining reporting.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors:

1. Endorse the deferral, at this time, of any expansion of the WCC and broader healthcare provider education and medical reporting initiatives.
2. Revisit the timing and feasibility of potential WCC expansion and broader provider initiatives in 2028, taking into account the outcomes of ongoing strategic initiatives and updated system needs.

Prevention Rebate Policy

(Board Order No. 36/25)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He reported this matter arose out of a previous discussion on surplus distribution where it was noted there were some employers receiving refunds that were in excess of their premiums.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the amendments to WCB Policy 52.40 *Prevention Rebate Program* effective January 1, 2026.

Terms of Reference - Board of Directors and Committees

(Board Order No. 37/25)

Jean-Guy Bourgeois introduced this item on behalf of the Governance Committee. He reported changes are proposed to the Board and Committees' Terms of Reference to reflect the current process for the appointment of Committee Chairs. Additional changes were required to remove the Research and Workplace

Innovation Program as it has been replaced with a Grants Program and to clarify oversight responsibilities of information technology initiatives as the Digital Modernization Oversight Committee has been dissolved.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve the revised Terms of Reference for the Board of Directors and its Committees effective January 1, 2026.

For Information

Committee Reports

The Board received the information provided with the agenda.

Audit Committee Meeting - November 4, 2025

Governance Committee Meeting - November 13, 2025

Finance Committee Meeting - November 18, 2025

Administration Report

The President & CEO provided highlights of her report including:

- 1) Take Your Kids to Work Day
- 2) New General Counsel
- 3) Consultation on Psychological Injuries
- 4) Prevention Charter

The Board received the information provided with the agenda.

Board of Directors Work Plan

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

Other Business

No other business.

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 meeting concluded at 1:49 p.m.

The next meeting will be held on Tuesday, December 16, 2025, 12:15 p.m.