

CANADIAN WORKERS' COMPENSATION DIGEST

Volume 1 Issue 1



TeksMed
*Seeing the **ability** in disability*



WORKSAFEBC IMPROVES ACCESS TO OCCUPATIONAL HEALTH AND SAFETY INFORMATION

A toll-free phone service
dedicated to health and safety
in B.C. workplaces | 6

NEW MODEL FOR RATE FRAMEWORK

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INTRODUCTION/ABOUT

TeksMed Services Inc. is the leader in Canadian disability management backed by over 25 years of success. We proactively manage occupational and non-occupational injuries and illnesses with personalized recover-at-work solutions helping hundreds of employers with thousands of employees.

Inspired by a never-ending quest to be the best, TeksMed continues to set the standard and raise the bar for integrity, innovation and exceptional service.

TeksMed seeing the ability in disability.

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services and contact information see the final section of this magazine.

ABOUT THIS MAGAZINE

This is the first issue of our Canadian Workers Compensation Digest. This magazine highlights prominent Canadian Workers' Compensation updates nationally and within each province/territory.

All content within this digest is sourced from third-party websites which can be accessed by following provided links.



Violence/Bullying Resources

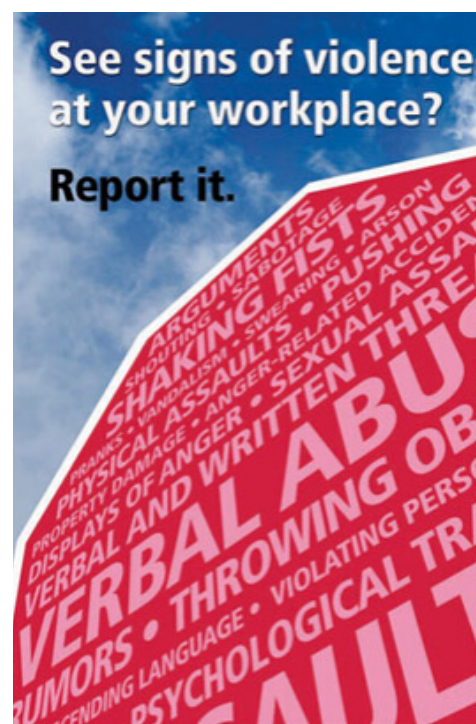
Harassment and Violence in the Workplace is a Hot Topic among all Canadian Workers' Compensation Boards. Most people think of workplace violence and bullying as acts of physical assault. However, it is a much broader problem, consisting of any act in which a person is abused, threatened, intimidated, assaulted, degraded, or humiliated in his or her employment.

<https://www.ccohs.ca/topics/hazards/psychosocial/violence/>

Harassment and Violence in the Workplace: See it for What it is

It's Sunday night and Maia is dreading her Monday morning and a supervisor who makes a habit of intimidating and humiliating her in front of her coworkers. This type of harassment plays out for many workers and is an issue that often goes unreported. The harm caused by workplace harassment and violence can affect and involve employees, clients, customers and visitors. Everyone is entitled to protection while on the job.

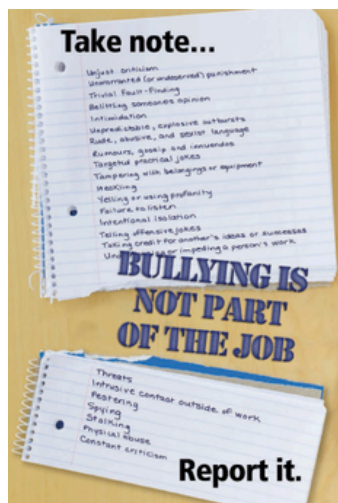
When workplace harassment and violence is not defined it can go unnoticed and unreported. In some cases, it is not immediately obvious to the victim or to coworkers who don't recognize the signs and can't see the harm that it is causing. Recognizing and reporting workplace harassment and violence is a step towards prevention.



<https://www.ccohs.ca/newsletters/hsreport/issues/2017/03/ezone.html#hsreport-ontopic>



NATIONAL



Violence in the Workplace: Warning Signs

Most people think of violence as a physical assault. However, workplace violence is a much broader problem. It is any act in which a person is abused, threatened, intimidated or assaulted in his or her employment.

Rumours, swearing, verbal abuse, pranks, arguments, property damage, vandalism, sabotage, pushing, theft, physical assaults, psychological trauma, anger-related incidents, rape, arson and murder are all examples of workplace violence.

Please see OSH Answers Violence in the Workplace for more details on the risk factors for workplace violence and how to establish a prevention program.

https://www.ccohs.ca/oshanswers/psychosocial/violence_warning_signs.html

Violence in the Workplace: Negative Interactions

We all like to think of ourselves as being safe and secure while at work, protected from all forms of violence and aggression. However, wherever people interact there is potential for violence. The advice here will help keep communications between individuals - whether they are managers, supervisors and co-workers or employees and the customers, clients, patients, or student they work or interact with - on a positive note.

Knowing some basic communications skills (verbal and non-verbal) and some "problem solving" strategies can help prevent problems from occurring or can stop a small problem from getting bigger or out of control.

https://www.ccohs.ca/oshanswers/psychosocial/violence_negative.html

BRITISH COLUMBIA

WorkSafeBC Improves Access to Occupational Health and Safety Information

WorkSafeBC is making it easier for employers and workers to access occupational health and safety information through an expansion of its Prevention Information Line, a toll-free phone service dedicated to health and safety in B.C. workplaces.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2019/July/worksafebc-improves-access-to-occupational-health-safety-info>

WorkSafeBC Announces Preliminary Premium Rates for 2020

WorkSafeBC announced today that the preliminary average base rate for 2020 will remain unchanged, at 1.55 percent of employers' assessable payroll.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2019/July/preliminary-premium-rates-2020>

Revised Employer Resource on Preventing Slips, Trips, and Falls in Manufacturing

Slips, trips, and falls put workers at risk of sprains, strains, bruises, concussions, and fractures. While falls are extremely common, they are one of the most preventable types of workplace injury.

<https://www.worksafebc.com/en/about-us/news-events/announcements/2019/July/revised-resource-helps-employers-prevent-slips-trips-falls-in-manufacturing>



BRITISH COLUMBIA

New Resource to Help Reduce MSIs in Health Care and Community Social Services

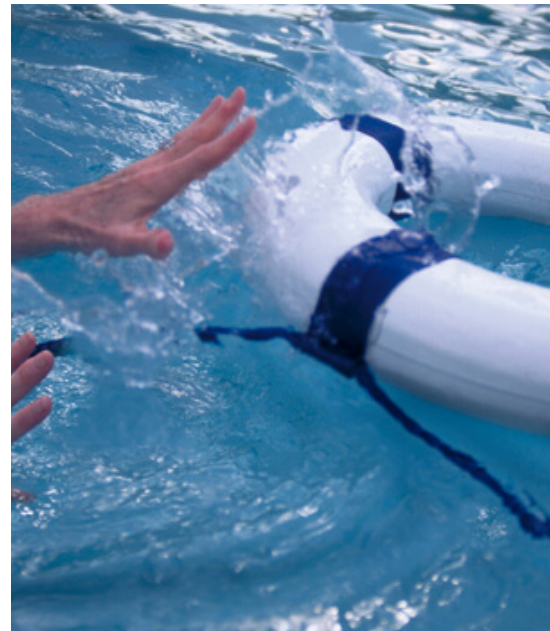
Moving and handling people are leading causes of injury among workers in health care and community social services. Workers who manually move or handle people are at significant risk of musculoskeletal injuries (MSIs) such as sprains or strains.

<https://www.worksafebc.com/en/about-us/news-events/announcements/2019/July/new-resource-to-help-reduce-msi-in-health-care-community-social-services>

Redefining The Risk of Drowning

Between 2007 and 2018, there were 15 work-related drowning deaths in the British Columbia commercial fishing industry. A personal flotation device or lifejacket is the best piece of equipment to safeguard workers against drowning, but you have to put it on.

We know that wearing a personal flotation device (PFD) or lifejacket can save lives, but why don't fishermen always wear them?



https://www.worksafebc.com/en/resources/newsletters/worksafe-magazine/worksafe-magazine-julaug-2019/worksafebc-updates-redefining-the-risk-of-drowning?lang=en&utm_source=twitter&utm_medium=social&utm_term=0ef955cf-ce34-4003-81e6-6d39b55d2bc0&utm_content=worksafemag_july_2019&utm_campaign=pdf



No-Time Lost Claim Processing Fact Sheet Will Help You Learn More About How No-Time-Lost Claims are Processed

Many of the claims WCB-Alberta process are no time-lost claims (NTL). This means that although your employee experienced a work-related injury, the employee can continue working without losing time from work beyond the day of injury and does not have a permanent disability resulting from that work injury.

Once WCB-Alberta accept the NTL claim, WCB-Alberta will cover your employee's medical costs as long as they are directly related to the work injury. You and your employee will receive a letter from us outlining the benefits and services available.

https://www.wcb.ab.ca/assets/pdfs/employers/EFS_No_time_lost_claims_processing.pdf

Alberta is Committed to Posting Procedures Online – But There is a lot of Ground to Cover

In July 2019, WCB Alberta asked the public what they should work on first and the results are in. Check them out here -

<https://www.wcb.ab.ca/about-wcb/procedures/>

Want to learn more about lowering premiums? Check out some insights/programs here -

<https://www.wcb.ab.ca/insurance-and-premiums/lower-your-premiums/>



SASKATCHEWAN

Online WHMIS Training For Saskatchewan

Requirements for workplace chemicals have been updated as the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) is incorporated into WHMIS, referred to as WHMIS 2015.

<http://www.worksafesask.ca/training/online-courses/online-whmis-training/>

Spot The Warning Signs of Workplace Violence

Workplace injuries caused by violence are on the rise in Saskatchewan. In 2018, there were 16 per cent more of these injuries than in 2017.

It's safe to say that some of these injuries could have been prevented if employers and workers had paid attention to, and acted on, the warning signs of aggressive behaviour.

<http://www.worksafesask.ca/spot-the-warning-signs-of-workplace-violence/>

Asbestos Awareness

Asbestos is a naturally occurring mineral that was used in many residential and commercial building materials from the 1950s to the 1990s because of its strong fibres and resistance to fire. Common building materials that contain asbestos include:

- Flooring products
- Plaster
- Drywall joint compound
- Thermal insulations
- Fireproofing and acoustic ceiling tiles

<http://www.worksafesask.ca/asbestos/>





MANITOBA

WCB of Manitoba Released Their 2018 Annual Report Focusing on Injury Prevention and Volatile Financial Markets

The Workers Compensation Board of Manitoba's (WCB) 2018 Annual Report was tabled in the Manitoba Legislature at the end of Spring, 2019. The report highlights continued gains in reducing workplace injuries, with a time loss injury rate of 2.6* per 100 full time workers, a 26 per cent decrease from 10 years ago. The WCB also released its 2019-2023 Five Year Plan.

<https://www.wcb.mb.ca/wcbs-2018-annual-report-focuses-on-injury-prevention-and-volatile-financial-markets>

WCB Call Centre Expands Hours to Better Serve Customers

The WCB has enhanced service to our customers by improving the hours and services offered by WCB's Claim Service Centre (CSC). WCB customers can now reach CSC staff from 8 a.m. to 7 p.m., Monday to Friday, for both claim reporting and existing claim needs.

<https://www.wcb.mb.ca/wcb-call-centre-expands-hours-to-better-serve-customers>

WCB Distributes \$74 Million in Surplus Thanks to Better Than Anticipated Injury Prevention & Return to Work Results

Better than expected results in injury prevention, return to work and financial investments have allowed the Workers Compensation Board of Manitoba (WCB) to distribute surplus funds to employers, whose premiums fund the workers compensation system.

<https://www.wcb.mb.ca/wcb-distributes-surplus>

ONTARIO

New Model for Rate Framework

WSIB is changing the way they set premium rates for the 300,000 Ontario businesses covered by their workplace injury and illness insurance.

Their new model comes into effect January 1, 2020, changing the way businesses are classified, boosting fairness and increasing transparency in how premium rates are set and adjusted.

<https://www.wsib.ca/en/rate-framework-our-new-model>

LEARN ALL ABOUT THE NEW RATE FRAMEWORK HERE

- <https://www.wsib.ca/en/businesses/premiums-and-payment/rate-framework>



Workplace Inspection Initiatives



Each year Ontario schedules inspection initiatives in specific sectors to protect workers' rights under both the Occupational Health and Safety Act and the Employment Standards Act, and enhance employers' awareness of their responsibilities.

Ontario announces the focus of the initiatives ahead of time. However, individual workplaces are not identified in advance.

<https://www.ontario.ca/page/workplace-inspection-initiatives#section-1>



ONTARIO

Healthy Workers in Healthy Workplaces: Musculoskeletal Disorders and Respiratory Hazards Blitz

From September to December, the ministry will focus on musculoskeletal disorders and respiratory hazards. In the first phase, the ministry will work with its partners to educate employers on potential hazards. In the second phase, inspectors will visit workplaces in all sectors to ensure compliance.

<https://www.ontario.ca/page/workplace-inspection-initiatives#section-1>

Mining Sector Compliance Plan 2019-2020

Inspections will take place at mining workplaces from April 1, 2019 to March 31, 2020. Read about the focus of health and safety inspections and initiatives, and get resources to help workplaces comply with the law.

<https://www.ontario.ca/page/mining-sector-compliance-plan-2019-2020#section-2>



Manual Material Handling

Manual materials handling, which includes the manual lifting, lowering, pushing, pulling or carrying of objects, is a common task in many workplaces and can lead to fatigue or injuries of the back, shoulders, neck, arms or other body parts.

<https://www.ontario.ca/page/manual-materials-handling>



Enhanced Interventions: Discrimination and Harassment



The Committee on Standards, Equity, Health and Safety at Work (CNESST) and the Commission on Human Rights and Human Rights (CDPDJ) have entered into a collaboration agreement concerning their interventions in this area. Discrimination and harassment. This agreement stems from the amendments made to the Act respecting labor standards on June 12, 2018.

<https://www.cnesst.gouv.qc.ca/salle-de-presse/communiqués/Pages/20-juin-2019-quebec.aspx>

Vigilance is Essential on Construction Sites

The Committee on Standards, Equity, Health and Safety at Work (CNESST) wishes to reiterate the importance of taking all the means to prevent workplace accidents, particularly when working on an electrical installation and when of work in very hot weather.



<https://www.cnesst.gouv.qc.ca/salle-de-presse/communiqués/Pages/5-aout-2019-quebec.aspx>

NEW BRUNSWICK

The importance of Supervision and Guarded Conveyor

A young New Brunswick worker died of his injuries after his leg was pulled into a conveyor at a wood pellet plant. WorkSafeNB's investigation revealed that the conveyor had broken down twice in the days before the accident; during the repair a guard was removed and was not replaced.

The young man was cleaning the conveyor on a night shift and was not told that the conveyor's guard was removed during the day shift. Because the area was poorly lit, combined with poor housekeeping, the worker could not see that the guard was missing and was pulled into the moving conveyor.

The employer was charged for violating section 9(2)(c.3) of the Occupational Health and Safety Act for failing to provide the necessary supervision.



<https://www.worksafenb.ca/hazard-alerts/en/Worker-dies-because-of-lack-of-supervision-and-unguarded-conveyor.html>

Safety Talks: Combustible Dust

What is Combustible Dust, how is it a Hazard and How can the risk of explosion be recognized? Most wood dust is combustible, which means it can easily catch fire and burn. If fine wood dust particles catch fire when suspended in air, the fire can spread rapidly. Under some conditions, this may result in an explosion.

<https://www.worksafenb.ca/safety-talk/en/50-combustible-dust.html>

NEW BRUNSWICK

Hazard Alert – Using Vacuum Trucks to Remove Wood Dust

The wood products industry can create large amounts of wood dust. This wood dust is combustible and must be safely removed before it builds up and creates a fire hazard or a combustible dust explosion hazard. Vacuum trucks can safely and effectively remove wood dust from buildings, machinery, and equipment, if suitable equipment and safe work procedures are used.

Industry employers and vacuum truck operators need to be aware of the hazards of static electricity when vacuuming wood dust. Since static electricity discharges can ignite wood dust, they must be eliminated or controlled during vacuuming.

<https://www.worksafenb.ca/hazard-alerts/en/using-vacuum-trucks-to-remove-wood-dust.html>



Worksafe NB Three Year Strategic Plan at a Glance

From values to strategic pillars to performance measures – check it out here -

<https://www.worksafenb.ca/media/60174/worksafenb-2019-21-strategic-plan.pdf>

Information for New Workers

Young workers, aged 15-24, bring energy and fresh ideas to a workplace but they are three to four times more likely to be hurt on the job within the first six months of employment than the average Canadian worker.

<https://www.worksafenb.ca/safety-topics/information-for-new-workers/>

NOVA SCOTIA

WCB Nova Scotia Releases 2020 Employer Assessment Rates

Fewer people are being hurt on the job in the residential construction industry, and it's leading to lower workers' compensation premiums.

The industry rate in residential construction is set to decline by nine per cent in 2020, WCB Nova Scotia announced today, as part of its release of 2020 employer rates for workplace injury insurance.

Over the years, the construction community in Nova Scotia has made progress through education and training, thanks to safety association initiatives, access to resources, and awareness campaigns.

<https://www.wcb.ns.ca/About-Us/News-Room/News/WCB-Nova-Scotia-releases-2020-employer-assessment-rates-September-4-19.aspx>

WCB Nova Scotia Reports Highlight Ongoing Need to Reduce the Impact of Workplace Injury- Strategic Plan at a Glance

The amount of time lost to workplace injuries continues to be a challenge in Nova Scotia, according to WCB Nova Scotia's 2019 Q1 Report to the Community and 2018 Annual Report, both released today.

“When we take a long-term view, we have made progress over the last decade to reduce the impact of workplace injury on Nova Scotia families, but we continue to face short-term challenges,” said WCB Nova Scotia CEO Stuart MacLean.



<https://www.wcb.ns.ca/About-Us/News-Room/Despite-long-term-progress-WCB-Nova-Scotia-reports-highlight-ongoing-need-to-reduce-the-impact-of-workplace-injury-Aug-8-19.aspx>

NOVA SCOTIA

More Support for Home Care, Improved Safety

Government is taking steps to make sure Nova Scotians who want to continue living at home have the support they need, while the people who care for them have the right tools to do their jobs safely.

Government will invest \$1.86 million into more safety equipment and training for home support workers.



<https://www.wcb.ns.ca/About-Us/News-Room/More-Support-for-Home-Care-Improved-Safety-July-18-2019.aspx>

WCB Successfully Launches New Claims and Assessment System

WCB Nova Scotia turned the switch on its new core operating systems, Guidewire, marking a major milestone in its modernization and overall business transformation.

Guidewire is an industry-leading software suite which will allow WCB to move away from being so reliant on paper-based processes, and improve services for worker, employers, service providers, and other stakeholders we do business with.

<https://www.wcb.ns.ca/Admin/WCB-successfully-launches-new-claims-and-assessment-system.aspx>

PRINCE EDWARD ISLAND

Fall Protection Regulation

Workers Compensation Board of PEI has created a guide which is intended to provide assistance to Prince Edward Island employers and workers with the application of the PEI Fall Protection Regulations (“the Regulations”) made under the Occupational Health and Safety Act, Cap. O-1.1, including amendments to June 2012.



http://wcb.pe.ca/DocumentManagement/Document/pub_guidetofallprotectionregulation.pdf

WCB Reports 2018 Highlights in Summer, 2019

The Workers Compensation Board (WCB) released its 2018 Annual Report at their Annual Public meeting in July, 2019.



We are pleased to report the highlights from the past year,” said WCB Board Chair Stuart Affleck. “Our strong funded position allowed us to continue to reduce assessments, provide a surplus distribution to Island businesses, all while increasing benefits and services for injured workers.”

http://wcb.pe.ca/DocumentManagement/Document/pub_annualreport2018.pdf

NEWFOUNDLAND & LABRADOR

Increase in Burial Coverage for Work-Related Fatalities Supports Families

The Provincial Government has amended the Workplace Health, Safety and Compensation Regulations to increase burial coverage for a death resulting from a workplace injury or illness.

The maximum coverage for burials has been increased from \$5,000 to \$10,000. This increase is retroactive for work-related deaths occurring on or after January 1, 2019.

This change reduces the financial burden on families during a difficult time, and brings coverage for burial expenses due to work-related injury or illness in Newfoundland and Labrador in line with the national average.

<https://workplacenl.ca/article/increase-in-burial-coverage-for-work-related-fatalities-supports-families/>

WorkplaceNL Supports Preventable Campaign

WorkplaceNL is pleased to partner with the other Atlantic Canada workers' compensation organizations to support the Preventable campaign in Atlantic Canada. We are working together to raise awareness and change attitudes about preventable work-related injuries in our region.

<https://workplacenl.ca/article/workplacenl-supports-preventable-campaign/>

NORTHWEST TERRITORIES

The Workers' Safety and Compensation Commission Lay Charges under the Nunavut Safety Act

On August 28, 2019, the Workers' Safety and Compensation Commission filed six charges in the Nunavut Court of Justice under the Nunavut Safety Act.

<http://www.wscn.nt.ca/news/media-release-workers'-safety-and-compensation-commission-lay-charges-under-nunavut-safety-act-1>

New President and CEO to Lead Workers' Safety and Compensation Commission

David Tucker, Chair of the Governance Council of the Workers' Safety and Compensation Commission (WSCC), is pleased to announce the appointment of Debbie Molloy as the new President and Chief Executive Officer of the WSCC for a five-year term, effective Monday, August 12, 2019.

<http://www.wscn.nt.ca/news/media-release-new-president-and-ceo-lead-workers'-safety-and-compensation-commission>

What is Workplace Bullying?

Bullying usually involves repeated events or a pattern of behaviour that is meant to threaten, offend, insult, or embarrass a particular person or group of people. Sometimes bullying can also involve negative physical contact. Workplace bullying targets people while on the job. Bullying in the workplace is a serious issue, but is sometimes hard to detect. The list below identifies some behaviour to watch for.

http://www.wscn.nt.ca/sites/default/files/documents/Bullying%20in%20the%20Workplace_Pink%20Shirt%20Day-Fnl.pdf





School-Based Contest Fosters Spirit of Safety In Youth

The Yukon Workers' Compensation Health and Safety Board (YWCHSB) is pleased to announce the winners of the 2019 youth safety contests. The Youth Video Contest, the Elementary School Video Contest, the Explore Safety Program and the Safety Build Contest aim to inspire a culture of safety among Yukon youth.

<https://wcb.yk.ca/LearnSafe/NEWS-0077.aspx>

Yukon Workers' Compensation Health and Safety Board Prepared For The Future

At its annual information meeting, the Yukon Workers' Compensation Health and Safety Board (YWCHSB) discussed its 2018 annual report and highlighted its work to modernize the Workers' Compensation Act and the Occupational Health and Safety Act.

The 2018 annual report highlights YWCHSB's success in bringing the Compensation Fund—which provides compensation to injured workers—to very near its target range of 121 to 129 percent. Thanks to the organization's hard work and prudent financial management, at the end of 2018 the Compensation Fund sat at 132 per cent. See 'Quick Facts' on the following page for more information about the Compensation Fund and the 2018 annual report.

<http://wcb.yk.ca/annualreports/Q0090.aspx>



MORE ABOUT TEKS**MED**

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services, contact us today:

TeksMed.com

T: 1-844-835-7253

E: info@teksmed.com

WHAT OUR CLIENTS SAY ABOUT US:

“We've successfully reduced our WorkSafeBC costs by 18.25% from last year! This represents approximately \$100,000 in direct savings for the province of BC. A big thank you to the TeksMed team for their efforts and the day-to-day guidance that has helped On Side achieve such great strides.”

- On Side Restoration | Director of Human Resources

“With guidance from Teksmed on managing our claims, we were able to develop a comprehensive modified duty program that allowed our workers to remain at work doing light duty while they healed. Our company went from 26 lost time accidents in a year to zero. Thank Teksmed, for your help and support.”

- Van Kam Freightways Ltd. | Health & Safety Officer

“In less than two years, TeksMed has reduced our claim costs by 67.5%. TeksMed's team of professionals has achieved its objective of reducing our claim costs and our administration. I would highly recommend TeksMed to anyone considering professional claims management services.”

- Wendy's | Safety & Security Manager

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