

CANADIAN WORKERS' COMPENSATION DIGEST

Volume 1 Issue 4



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



REOPENING DURING COVID-19? CONSIDER YOUR EMPLOYEES' MENTAL HEALTH

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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 fourth 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 the provided links.



Reopening During COVID-19? Consider Your Employees' Mental Health

As COVID-19 restrictions loosen and more businesses are allowed to reopen, some employees may be anxious about returning to work during a pandemic.

The past few months have been a stressful time for many and adapting to changes when returning to work might be an additional challenge for some employees.



Employers have an obligation to protect their employees' health and safety in the workplace and this should also involve consideration for their mental health and wellbeing.

<https://www.ohscanada.com/reopening-covid-19-consider-employees-mental-health/>

Employee Well-Being Growing Area of Post-Pandemic Focus for Employers

While 72 per cent of Canadian employers said they'll make minimal or no changes to their benefits coverage in 2021, 21 per cent are planning some plan design changes around health coverage, according to a new survey.

<https://www.benefitscanada.com/news/employee-well-being-growing-area-of-post-pandemic-focus-for-employers-survey-147052>



Canadians Cite 91% Satisfaction Rate with Virtual Health Care

Almost half of Canadians have now accessed a physician using virtual-care options and are highly satisfied with the results, according to a new survey by the Canadian Medical Association.



<https://www.benefitscanada.com/news/canadians-cite-91-satisfaction-rate-with-virtual-health-care-survey-146821>

What COVID-19 Claims Adjudication information have AWCBC Members published?



Understanding that COVID-19 can be contracted at work, Canada's provincial and territorial workers' compensation Boards and Commissions have published information for those who may be eligible to receive benefits after filing a claim.

<http://awcbc.org/?p=21367>



BRITISH COLUMBIA

COVID-19 and Returning to Safe Operation - Phases 2 & 3

WorkSafeBC recognizes the importance of worker safety as businesses look to resume operations following COVID-19 related work stoppages or interruptions. The following materials provide employers with information and resources to assist them in ensuring the risk of exposure to the virus that causes COVID-19 is minimized at their workplace.

<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>

WorkSafeBC Issues COVID-19 Guidelines as Businesses Ready to Reopen

British Columbia's workplace safety agency released new guidelines as businesses across the province get set to reopen.

WorkSafeBC's guidelines cover sectors ranging from restaurants to offices, including guidance on how many people should be allowed in a business as well as controlling entry and exit points.

<https://www.ohscanada.com/worksafebc-issues-covid-19-guidelines-businesses-ready-reopen/>

WorkSafe BC Increases Inspections By 50% as Businesses Reopen

WorkSafe BC will focus on random inspections to ensure businesses follow health guidelines and requirements as the province enters Phase Two in its COVID-19 reopening plan.

<https://www.nanaimobulletin.com/business/video-worksafe-bc-increases-inspections-by-50-as-businesses-reopen/>



BRITISH COLUMBIA

COVID-19 Safety Plan app

Employers can use a mobile device to develop their COVID-19 Safety Plan to reduce the risk of COVID-19 transmission. The app will guide you through a six-step process to outline your policies, guidelines, and procedures to keep workers healthy and safe.

Employers and workers will find both useful links to industry-specific protocols and health and safety resources related to preventing the spread of COVID-19.

<https://www.worksafebc.com/en/resources/health-safety/interactive-tools/covid-19-safety-plan-app?lang=en>

WorkSafeBC Announces Additional Support for Employers Impacted by COVID-19

WorkSafeBC is waiving premiums for employers who are approved to receive the Canada Emergency Wage Subsidy (CEWS) for furloughed workers (employees on leave with full or partial pay).

WorkSafeBC recognizes the challenges employers are facing during this extraordinary time, and in light of the impacts of the COVID-19 pandemic they will waive premiums on wages paid to furloughed workers of employers receiving CEWS subsidies.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2020/May/worksafebc-announces-additional-support-for-employers-impacted-by-covid-19>



Temporary Workplace Rule Changes

Temporary changes to employment standards, occupational health and safety, and workers' compensation rules to help Albertans manage the rapidly changing conditions caused by COVID-19.

Job-protected leave for Albertans impacted by COVID-19

- COVID-19 leave allows employees to take 14 days of job-protected leave if they are required to self-isolate.
- Extended personal and family responsibility leave allows employees who are caring for a child affected by school or daycare closures or a family member who is required to self-isolate to take job-protected leave.
- Employees who are impacted by COVID-19 may qualify for other available job-protected leaves.

<https://www.alberta.ca/temporary-workplace-rule-changes.aspx>

Continued Support for your Injured Worker During This Challenging Time

Although COVID-19 has caused everyone to adjust to a new reality, WCB Alberta remains committed to providing you and your injured worker with the support you need. WCB Alberta has taken extra precautions to ensure they can continue to deliver the essential services you rely on, and adapted their business practices based on the advice of public health officials.

<https://mailchi.mp/wcb.ab.ca/wcb-alberta-worksight-magazine-april-2020>

SASKATCHEWAN

Sask. WCB Offers Relief Measures for Employers

The Saskatchewan Workers' Compensation Board (WCB) is introducing additional relief measures for employers who are unable to pay their WCB premium payments.

The Government of Saskatchewan announced various measures to support provincial business owners during the COVID-19 crisis. To provide further relief for Saskatchewan employers, the WCB is:

- Forgiving interest and penalties for late payments on 2020 premiums applied in the month of March.
- Prioritizing employer payroll revisions to help employers reduce their premiums.
- Suspending payroll audits until further notice except in situations where an employer may be eligible for a refund.

<http://www.wcbask.com/sask-wcb-offers-relief-measures-for-employers/>

What Workers Should Do



Workers should know and understand their workplace health and safety responsibilities and those of others. If you are a worker, you also have three key rights: the right to know about hazards in the workplace, the right to participate in health and safety activities in the workplace and the right to refuse unsafe work.

<http://www.worksafesask.ca/covid-19/what-workers-should-do/>



MANITOBA

COVID-19 Toolkit for the Workplace

SAFE Work Manitoba is working to support the direction of the Government of Manitoba and Manitoba Health in slowing the progression of COVID-19 (coronavirus) by helping workplaces to take appropriate preventative measures.

<https://www.wcb.mb.ca/covid-19-toolkit-for-the-workplace>

WCB Returns \$37 Million Surplus to Provide Financial Relief to Employers

The Workers Compensation Board of Manitoba is returning a \$37-million surplus to provide financial relief to eligible employers in the province.

The Workers Compensation Board (WCB) board of directors has approved and authorized this relief for employers who fund the WCB.

This is the second year the WCB has returned surplus funds to eligible employers while still maintaining the lowest assessment rate in Canada. In making this decision, the WCB's board of directors considered the long-term financial projections in conjunction with maintaining rate stability and still protecting the workers compensation system against risk, uncertainty and market volatility.

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



ONTARIO

Ontario Releases Guide On How To Develop a Workplace Safety Plan

The Ontario government is providing employers with a new general workplace guide, which will help them develop a safety plan to better protect workers, customers and clients.

The downloadable toolkit offers tips on how to help prevent the spread of COVID-19 as more people get back on the job during Stage 2 of the reopening of the province.

<https://www.ohscanada.com/ontario-releases-guide-develop-workplace-safety-plan/>

ICI Employers Earn Break in WSIB Rates Starting Next Year

Ontario's ICI construction sector received good news recently with the announcement that the provincial government has approved a reclassification of the WSIB G1 rate for next year, meaning lower premiums for ICI employers.

<https://canada.constructconnect.com/dcn/news/government/2020/06/ici-employers-earn-break-in-wsib-rates-starting-next-year>

Resources to Prevent COVID-19 In The Workplace

Ontario is releasing safety guidelines to protect workers, customers and the general public from COVID-19 as it prepares for a gradual reopening of the provincial economy.

These resources are available for different sectors. They will help employers and workers better understand how to prevent the spread of COVID-19.



<https://www.ontario.ca/page/resources-prevent-covid-19-workplace>



Ontario Stepping Up Measures to Limit the Spread of COVID-19 on Construction Sites

Ontario's Chief Prevention Officer announced updated guidance to help employers better understand their responsibilities and what is needed to prevent the spread of COVID-19 on the job site.

The update follows an initial guidance document circulated on March 20, 2020, and addresses sector topics including:

- providing better on-site sanitation, including a focus on high-touch areas like site trailers, door handles and hoists
- communicating roles, responsibilities, and health & safety policies, by, for example, posting site sanitization schedules and work schedules
- enabling greater distances between workers by staggering shifts, restricting site numbers and limiting elevator usage
- protecting public health by tracking and monitoring workers

<https://news.ontario.ca/mol/en/2020/03/ontario-stepping-up-measures-to-limit-the-spread-of-covid-19-on-construction-sites.html>

WSIB Announces Costs for COVID-19 Claims Won't Target Individual Employers

Ontario construction employers will not face targeted WSIB (Workplace Safety and Insurance Board) premium hikes if any of their workers become infected with COVID-19, the agency announced recently.



<https://canada.constructconnect.com/dcn/news/associations/2020/04/wsib-announces-costs-for-covid-19-claims-wont-target-individual-employers>



CNESST Launches a Mobile Application on the Measures to be Implemented to Prevent the Spread of COVID-19

The Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) has launched a mobile application regarding the measures to implement in order to prevent the spread of COVID-19. This evolving application is an essential awareness tool to support employers and workers in the continuation of business activity in Québec. It aims to help with compliance of the health guidelines from the Direction de la santé publique. Free and easy to use, this first version of the application is accessible anywhere and anytime.

<https://www.cnesst.gouv.qc.ca/salle-de-presse/communiqués/Pages/06-mai-quebec.aspx>

COVID - 19 KIT

To ensure that activities can resume or continue under the safest and healthiest conditions possible in the context of COVID-19, the CNESST has developed a tool kit. It is aimed at employers and workers in all sectors of activity to support them in their management of health and safety.

<https://www.cnesst.gouv.qc.ca/salle-de-presse/covid-19/Pages/trousse.aspx>

COVID-19 Pandemic - Quebec Deploys More Than 1,000 Prevention Officers

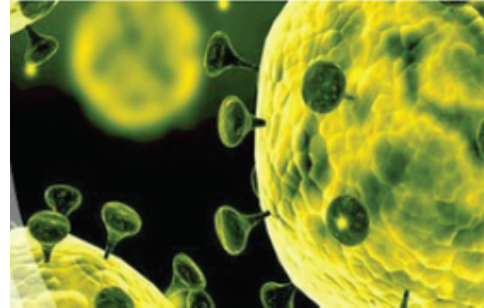
Minister of Employment and Social Solidarity and Minister responsible for the Mauricie region, Mr. Jean Boulet, in collaboration with the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST), announced the immediate establishment of more than 1,000 prevention officers from several departments and agencies.

<http://www.fil-information.gouv.qc.ca/Pages/Article.aspx?aiguillage=ajd&type=1&idArticle=2805257294>

NEW BRUNSWICK

WorkSafeNB Publishes FAQs on COVID-19 To Help Workers and Employers

The COVID-19 outbreak, which began last December, has been declared a pandemic by the World Health Organization. The respiratory illness, which is caused by a never-before-seen coronavirus, has spread across the world.



<https://www.worksafenb.ca/safety-topics/covid-19/covid-19-frequently-asked-questions/>

Embracing the New Normal as we Safely Return to Work



Because of the COVID-19 pandemic and the restrictions necessary to reduce risk, workplaces will not be the same as we left them and we will need to adjust. And while we all try to establish a new normal at our workplaces, there will certainly be an added layer of health and safety measures (physical distancing, screening, handwashing, etc.) required to ensure the safety of our workers, our customers and our visitors.

<https://www.worksafenb.ca/media/60996/embracing-the-new-normal.pdf>



NOVA SCOTIA

WCB Nova Scotia Announces Further Support for Employers During COVID-19

Employers who have frontline workers contract COVID-19 due to their work will not have the costs of those workplace injury insurance claims impact their industry rate or individual experience rating, the Workers' Compensation Board (WCB) of Nova Scotia announced.

<https://www.ohscanada.com/wcb-nova-scotia-announces-support-employers-covid-19/>

Managing COVID-19 risk at Nova Scotia Power

Nova Scotia's electrical power service provider has expanded its industry-leading health and safety program to help keep workers, contractors and customers safe during COVID-19.

<http://www.worksafeforlife.ca/Home/About-Us/Safety-Matters-Blog/PostId/308/managing-covid-19-risk-at-nova-scotia-power>

The Importance of Safety Leadership

Leadership has always been an essential catalyst for workplace safety. Never has that been more true than during the current COVID-19 pandemic.

<http://www.worksafeforlife.ca/Home/About-Us/Safety-Matters-Blog/PostId/306/the-importance-of-safety-leadership>

PRINCE EDWARD ISLAND

New P.E.I. Workplace Harassment Regulations

With new workplace harassment regulations coming into effect, the Workers Compensation Board (WCB) of Prince Edward Island wants to ensure that employers are prepared for the upcoming changes.

Since announcing the new regulations last October, the WCB has developed many resources to support employers and workers through the transition, including a guide to workplace harassment regulations, templates that employers can adapt for their own organization and frequently asked questions.



<https://www.ohscanada.com/new-p-e-workplace-harassment-regulations-effect-july/>

Employer Assessment Due Dates Deferred until September 30

In an effort to support employers and workers, the Workers Compensation Board (WCB) is announcing a further deferral of assessment due dates related to 2020 employer payrolls until September 30, 2020. This means that covered employers will not have to pay WCB premiums until September 30, and will not be charged interest or penalties during this time.

<http://www.wcb.pe.ca/Information/NewsItem/504>

NEWFOUNDLAND & LABRADOR

New Guidelines for Virtual Training For Safety Certification Training Providers During COVID-19

WorkplaceNL has developed guidelines for WorkplaceNL-approved trainers and training providers who are interested in delivering virtual or blended (virtual plus in-class instruction) safety certification training during COVID-19. It is important that employers and workers continue to have access to safety training that continues to meet the standards set out by WorkplaceNL.

<https://workplacenl.ca/article/advisory-new-guidelines-for-virtual-training-for-safety-certification-training-providers-during-covid-19/>

WorkplaceNL Defers Assessment Payments From Employers Until August 31, 2020

To continue to help businesses in the province during the uncertainty created by the COVID-19 pandemic, WorkplaceNL is further deferring the collection of assessment payments from employers until after August 31, 2020, and waiving interest charges or penalties.

The deferral will be applied to all existing payment plans and post-dated cheques. Employers do not need to contact WorkplaceNL.

<https://workplacenl.ca/article/advisory-workplacenl-defers-assessment-payments-from-employers-until-august-31-2020/>

NORTHWEST TERRITORIES

WSCC Guidance for Northern Workplaces to Reopen Safely During COVID-19

The Workers' Safety and Compensation Commission (WSCC) released additional materials to assist employers in reducing the risk of exposure to COVID-19 in their workplaces.

All employers should prepare a COVID-19 Exposure Control Plan to identify what safety measures and procedures need to be in place to reopen safely.



<https://wsc.nt.ca/news/media-release-wsc-guidance-northern-workplaces-reopen-safely-during-covid-19>

WSCC Announces Additional Financial Relief Measures for Employers

The Workers' Safety and Compensation Commission (WSCC) announced relief measures for employers who are unable to make their WSCC assessment payments as a result of the COVID-19 crisis.

<https://wsc.nt.ca/news/media-release-wsc-announces-additional-financial-relief-measures-employers>



COVID-19: Return to Work

As the economy starts to reopen, gradually, we will see businesses resume, stay-at-home restrictions lifted and workers return to physical workplaces.

Planning is essential to protect the health and safety of workers and the public. Your plan needs to identify the hazards related to COVID-19 and how you will manage the risks, such as using personal protective equipment (PPE) and physical distancing measures.

<https://wcb.yk.ca/newsandupdates/COVID-19/Q0320.aspx>

Yukon Workers' Compensation Health and Safety Board Maintains Strong Funded Position and Works Towards Modernizing Foundation

At the request of the Honourable Jeanie Dendys, Minister responsible for the Yukon Workers' Compensation Health and Safety Board (YWCHSB), the organization's 2019 annual report is now publicly available. The report highlights YWCHSB's strong funded position, the strides taken towards modernizing its governing legislation and explores a range of other activities the organization undertook throughout the year.

The funded position at the end of 2019 was 141 percent, up from 132 percent in 2018. This increase was largely due to strong returns on the YWCHSB's investment portfolio. The strong funded position will help reduce future assessment rate volatility and help cushion impacts on the rates that employers pay in the future.

<https://www.wcb.yk.ca/newsandupdates/News-Releases/NEWS-0097.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 (TEKSALE)

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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