

CANADIAN WORKERS' COMPENSATION DIGEST

Volume 4 Issue 3



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INTRODUCTION/ABOUT TEKSMED

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 THE PUBLICATION

This is the fifteenth 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.

NATIONAL - CANADA



Renewable energy needs to learn safety lessons from oil & gas

The article explores the need for the renewable energy sector to prioritize safety and learn from the safety practices established in the oil and gas industry. It highlights the rapid growth of renewable energy projects and the associated safety risks.

Drawing lessons from the established safety culture in the oil and gas sector, we can emphasize the importance of implementing robust safety protocols, training programs, and risk assessments in the renewable energy industry to ensure the well-being of workers and mitigate potential hazards.

<https://www.thesafetymag.com/ca/news/general/renewable-energy-needs-to-learn-safety-lessons-from-oil-gas/444792>

Embracing AI and technological disruption

The article discusses the importance of embracing artificial intelligence (AI) and technological disruption in the field of occupational health and safety. It highlights the potential benefits of AI in identifying safety risks, predicting incidents, and improving safety outcomes.

Learn about the need for organizations to adapt to technological advancements and incorporate AI-driven solutions into their safety programs. By leveraging AI and embracing technological disruption, businesses can enhance their safety practices, reduce workplace accidents, and create safer work environments.

<https://www.thesafetymag.com/ca/topics/technology/embracing-ai-and-technological-disruption/444356>



NATIONAL - CANADA

Guidance for aligning substance use and disability management policies and procedures

This article discusses the importance of aligning substance use and disability management policies and procedures in the workplace. It highlights the risks associated with substance impairment and emphasizes the need for organizations to have a plan in place to address employees who may be impaired at work or seek help for substance use challenges.

Further, the recognition of addiction as a substance use disorder and the obligation of employers to provide accommodations under provincial human rights legislation. It also introduces two standards published by the Canadian Standards Association (CSA Group) that provide guidance on managing impairment and establishing disability management systems. The standards emphasize the importance of creating an inclusive workplace culture, developing impairment policies, understanding the duty to inquire, and providing training around accommodations while respecting confidentiality.

<https://www.hrreporter.com/newsletter-only/guidance-for-aligning-substance-use-and-disability-management-policies-and-procedures/375538>



BRITISH COLUMBIA



Workers in BC are Being Sent to Mandatory Abstinence Programs Run by Private Companies in Order to Receive Disability Benefits

Workers in British Columbia are compelled to attend mandatory abstinence programs operated by private companies to qualify for disability benefits, according to the article.

The effectiveness of these programs and concerns regarding privacy and human rights are raised, sparking a debate about their suitability and potential consequences for individuals seeking support.

<https://pressprogress.ca/workers-in-bc-are-being-sent-to-mandatory-abstinence-programs-run-by-private-companies-in-order-to-receive-disability-benefits/>

WorkSafeBC reminds employers of their obligation to reduce the risk of violence in the workplace

This article underscores the importance of creating a safe and respectful work environment, implementing prevention measures, and providing adequate training and support to employees. Compliance with regulations is crucial to ensure the well-being of workers and reduce the risk of violence incidents.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2023/March/worksafebc-reminds-employers-their-obligation-reduce-violence-workplace>



BRITISH COLUMBIA



WorkSafeBC guideline aims to ensure proper fit of PPE for all workers, regardless of gender

WorkSafeBC has released a guideline to ensure proper Personal Protective Equipment (PPE) fit for all workers, regardless of gender.

The guideline addresses the need for inclusive and appropriately sized PPE to enhance safety and comfort. It emphasizes the importance of considering diverse body types and providing suitable PPE options to protect workers effectively.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2023/March/worksafebc-guideline-aims-to-ensure-proper-fit-of-PPE-for-all-workers-regardless-of-gender>

BC Looks at Broader Recognition of Workplace Trauma

British Columbia is considering introducing presumptive legislation to recognize and compensate workers for workplace-related traumatic mental health injuries. The proposed changes aim to improve access to workers' compensation for trauma-related mental health conditions, acknowledging the impact of workplace trauma on individuals and the need for appropriate support systems.

<https://thetyee.ca/News/2023/04/26/BC-Looks-At-Workplace-Trauma/>





OHS Act, regulation and code updates

The OHS Act and Regulation Code in Alberta outline the occupational health and safety requirement updates for workplaces in the province.

These regulations cover various aspects such as hazard assessment, training, reporting incidents, and workplace inspections.

These updates make sure health and safety rules keep pace with changes to workplaces, standards, new best practices, new technology and align with other Canadian jurisdictions.

<https://www.alberta.ca/ohs-act-regulation-code.aspx>



Alberta expands cancer coverage for firefighters



Alberta has implemented new measures to expand cancer coverage for firefighters, offering increased support and compensation. The legislation now includes a broader range of cancer types that are presumed to be work-related, simplifying the process for firefighters to access benefits.

This recognition of the unique risks faced by firefighters in their occupation demonstrates a commitment to their health and well-being. The expanded coverage aims to provide greater peace of mind and support for firefighters who may develop cancer as a result of their duties.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/alberta-expands-cancer-coverage-for-firefighters/442213>



Protecting roadside workers: Alberta gears up for new rules coming in September

Alberta is preparing to implement new rules aimed at protecting roadside workers, which will come into effect in September.

The regulations require motorists to slow down and move over when passing roadside workers, including tow truck operators, construction workers, and emergency responders. These measures aim to enhance safety for those working on or near roadways and reduce the risk of accidents and injuries in these high-risk environments.

<https://www.ohscanada.com/features/protecting-roadside-workers-alberta-gears-up-for-new-rules-coming-in-september/>



Ray Block appointed chair of the board of directors at WCB



Ray Block has been appointed as the Chair of the Board of Directors at Workers' Compensation Board (WCB) Alberta.

With his extensive experience in the labour and workers' compensation sectors, Block will play a crucial role in overseeing WCB's operations and ensuring the effective management of workplace injury and disability claims in Alberta.

His appointment highlights the commitment to promoting workplace safety and supporting injured workers in the province.

<https://www.ohscanada.com/ray-block-appointed-chair-of-the-board-of-directors-at-wcb-alberta/>

SASKATCHEWAN

Second Strategy Looks to Continue Work in Reducing Fatalities and Serious Injuries in the Workplace

The Saskatchewan Workers' Compensation Board (WCB) has launched a second strategy aimed at further reducing workplace fatalities and serious injuries.

The strategy builds on the success of the previous initiative and focuses on enhancing safety culture, improving injury prevention, and strengthening partnerships between employers, workers, and WCB. It demonstrates the ongoing commitment to creating safer workplaces and protecting workers in Saskatchewan.

<https://www.wcbsask.com/news/second-strategy-looks-continue-work-reducing-fatalities-and-serious-injuries-workplace>



Saskatchewan WCB releases 2022 injury stats



The Saskatchewan Workers' Compensation Board (WCB) has published its annual report on injury statistics for 2022. The report indicates a decline in the total number of workplace injuries compared to the previous year, reflecting positive progress in improving workplace safety.

The report also highlights the importance of ongoing collaboration between employers, workers, and the WCB to create safer work environments in Saskatchewan.

<https://www.wcbsask.com/news/saskatchewan-wcb-releases-2022-injury-stats>



MANITOBA

Manitoba extending WCB presumptions for cancer, heart injury to firefighters who battle wildfires

Manitoba is extending workers' compensation presumptions to include cancer and heart injury for firefighters who battle wildfires. By adding a definition of 'wildfire firefighter' to the firefighter presumption, it would apply equally to all firefighters. The move recognizes the risks faced by firefighters in combating wildfires and acknowledges the potential health hazards associated with exposure to smoke and other harmful substances.

By extending these presumptions, firefighters will have easier access to compensation and support in case they develop cancer or heart-related conditions as a result of their firefighting duties. The change reflects a commitment to protecting the health and well-being of firefighters in Manitoba.

<https://www.ohscanada.com/features/manitoba-extending-wcb-presumptions-for-cancer-heart-injury-to-firefighters-who-battle-wildfires/>



MANITOBA

Winnipeg becomes Manitoba's largest SAFE Work Certified organization

Winnipeg has become the largest safe work-certified organization in Manitoba. The city achieved the Safe Work Certification, demonstrating its commitment to creating a safe and healthy work environment for its employees.

The certification process involved implementing safety programs, conducting hazard assessments, and engaging employees in safety initiatives. Winnipeg's achievement sets a positive example for other organizations in prioritizing workplace safety and protecting the well-being of their workers.



<https://www.thesafetymag.com/ca/topics/government-and-public-sector/winnipeg-becomes-manitobas-largest-safe-work-certified-organization/444722>



Manitoba health-care unions call for workplace safety certifications amid high injury rates

Manitoba health-care workers are calling for mandatory workplace safety certification to address the rising incidents of violence and harassment they face.

They argue that a comprehensive certification program would provide necessary training, support, and resources to ensure a safer work environment, ultimately improving the well-being of both workers and patients in the healthcare sector.

<https://globalnews.ca/news/9548445/manitoba-health-care-workplace-safety-certification-needed/>



ONTARIO

Ontario designates May as Building Safety Month

Ontario has designated May as Building Safety Month to raise awareness about the importance of safe and resilient structures.

The initiative aims to educate the public, professionals, and stakeholders about building safety practices, regulations, and advancements in the construction industry.

It highlights the role of building codes, inspections, and proper construction techniques in ensuring the safety of buildings and occupants.

<https://canada.constructconnect.com/dcn/news/ohs/2023/05/ontario-designates-may-as-building-safety-month>



WSIB workers could be going on strike

Workers covered by the Workplace Safety and Insurance Board (WSIB) in Ontario are facing the possibility of a strike as their union negotiations with the board have stalled. If a strike occurs, it could disrupt the workers' compensation system and impact the services provided to injured workers.

The union is advocating for improved working conditions, increased benefits, and fair compensation for its members. Efforts to reach a resolution and avoid a potential strike are ongoing.

<https://www.thesafetymag.com/ca/topics/government-and-public-sector/wsib-workers-could-be-going-on-strike/445327>



ONTARIO

Ontario trying to combat school violence

In response to increasing incidents of violence in schools, the Ontario government is taking steps to address the issue and improve psychological safety for students and staff.

The government is investing in training programs to enhance conflict resolution skills, implementing anonymous reporting mechanisms, and improving mental health supports.

The goal is to create a safe and inclusive learning environment where students can thrive and feel protected. Ongoing efforts are focused on prevention, early intervention, and collaboration among stakeholders to combat school violence effectively.

<https://www.thesafetymag.com/ca/topics/psychological-safety/ontario-trying-to-combat-school-violence/443695>



Ontario's firefighters getting expanded cancer coverage

Ontario is expanding the coverage for firefighters by including more types of cancer under the presumptive legislation. The change means that firefighters will have easier access to benefits and compensation if they develop certain cancers as a result of their job.

This expansion acknowledges the increased risk firefighters face due to exposure to carcinogens while on duty. The move aims to provide better support and recognition for the sacrifices made by firefighters in protecting communities.

<https://www.sudbury.com/beyond-local/ontarios-firefighters-getting-expanded-cancer-coverage-6652592>



Quebec tables bill to set minimum working age at 14

The Quebec government has introduced a bill to establish 14 as the minimum working age in the province. The proposed legislation aims to protect the rights and safety of young workers while balancing their educational needs. The bill outlines specific restrictions on the type of work, hours, and conditions that minors can be employed in. It also emphasizes the importance of education and workplace training for young workers. The legislation reflects the government's commitment to ensuring a safe and supportive working environment for young individuals in Quebec.

<https://www.thesafetymag.com/ca/topics/ohs-law-and-legislation/quebec-tables-bill-to-set-minimum-working-age-at-14/441349>



Quebec Tribunal denies remote workplace injury claim

The Quebec tribunal has denied a remote workplace injury claim, highlighting the challenges of determining liability in remote work situations. The case involved an employee who tripped over a power cord while working from home. The tribunal ruled that the injury did not occur in the course of employment since the employee's home environment was not under the employer's control. This decision raises important considerations for employers and employees regarding remote work safety and liability.

<https://www.thesafetymag.com/ca/topics/ohs-law-and-legislation/quebec-tribunal-denies-remote-workplace-injury-claim/444334>

NEW BRUNSWICK

Awful conditions for foreign workers in N.B. seafood industry

Foreign workers in New Brunswick's seafood industry face terrible working conditions, according to a report. The investigation revealed incidents of wage theft, cramped living conditions, long hours, and exploitative treatment. Advocates are calling for improved regulations and enforcement to protect the rights and safety of these workers. The findings shed light on the need for stronger safeguards and oversight to ensure fair and safe working conditions for all employees, regardless of their nationality or immigration status.

<https://www.thesafetymag.com/ca/canadian-press/awful-conditions-for-foreign-workers-in-nb-seafood-industry/438208>



Future of WorkSafe rehab centre up for review after total program suspension

The future of WorkSafeNB's rehabilitation center is under review due to concerns about its high cost and low success rates in helping injured workers return to employment. The review aims to identify potential improvements and alternative approaches to better support injured workers and ensure the effectiveness of rehabilitation programs. This assessment reflects the ongoing commitment to optimizing worker rehabilitation and enhancing outcomes in the province.

<https://www.worksafenb.ca/about-us/news-and-events/campaigns-and-initiatives/getting-back-is-part-of-getting-better/>

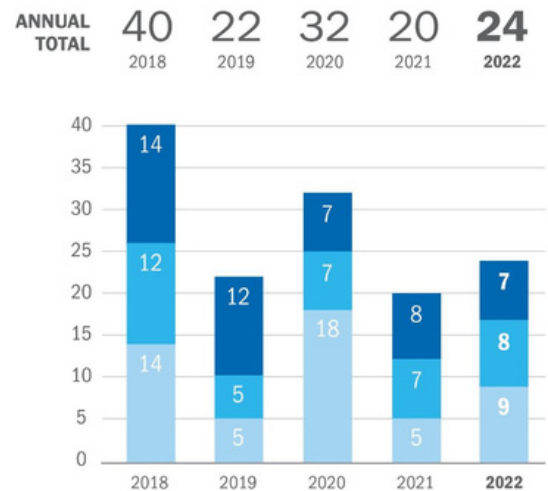
NOVA SCOTIA

Workplace fatalities increase in 2022

Workplace fatalities in Nova Scotia increased in 2022, according to the Workers' Compensation Board (WCB). The report highlights the need for continued efforts to improve workplace safety and prevent accidents.

The WCB emphasizes the importance of implementing effective safety measures and fostering a culture of safety to reduce the number of workplace fatalities and protect workers' well-being.

<https://www.wcb.ns.ca/About-Us/News-Room/News/Workplace-fatalities-increase-in-2022-March-16-23.aspx>



WCB Nova Scotia's Impact of Workplace Injury Report shows continued progress

WCB Nova Scotia's "Impact of Workplace Injury" report demonstrates continued progress in reducing workplace injuries.

The report highlights a decline in workplace injury rates, improved return-to-work outcomes, and increased employer engagement in injury prevention. It emphasizes the importance of collaboration between employers, workers, and the WCB to create safer workplaces and promote the well-being of workers.

<https://www.wcb.ns.ca/About-Us/News-Room/News/WCB-Nova-Scotias-Impact-of-Workplace-Injury-Report-shows-continued-progress-May-1-23.aspx>

NOVA SCOTIA

Industry leader on new Canadians, certifications, and training gaps

Industry leaders are acknowledging the need for better certifications and training programs for new Canadians entering the workforce.

The article discusses the challenges faced by new immigrants in obtaining recognition for their skills and the importance of addressing the training gaps to ensure their safety and integration into the Canadian workforce.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/industry-leader-on-new-canadians-certifications-and-training-gaps/441196>



Construction industry in Nova Scotia recognized with safety awards

The construction industry in Nova Scotia has been honored with safety awards for its commitment to workplace safety. The article highlights the efforts of construction companies in implementing effective safety programs, promoting a culture of safety, and reducing workplace incidents.

These awards recognize the industry's dedication to protecting workers and creating safer work environments.

<https://www.thesafetymag.com/ca/news/general/construction-industry-in-nova-scotia-recognized-with-safety-awards/444333>



PRINCE EDWARD ISLAND

New resources to keep workers and workplaces safe



The Workers Compensation Board (WCB) of Prince Edward Island has released four new safety guides to support employers in maintaining safe workplaces.

The guides cover topics such as developing a hearing conservation program, establishing a respirator program, preventing communicable diseases, and ensuring the safety of young workers. These resources aim to provide clear guidance to protect workers and create a safer work environment across various industries, including construction, tourism, and hospitality.

<https://www.wcb.pe.ca/Information/NewsItem/605>

Injured workers report highest overall service satisfaction with WCB experience

WCB of Prince Edward Island has reported the highest level of overall service satisfaction among injured workers since surveys began 20 years ago. According to the survey conducted by Narrative Research, 74% of injured workers expressed complete or mostly satisfaction with their WCB experience.

The performance index, which measures overall satisfaction, also increased by 9.2 points since 2002. The survey results highlight improvements in fairness, promptness, communication clarity, and the understanding and respect shown by the WCB towards injured workers.

<https://www.wcb.pe.ca/Information/NewsItem/611>



NEWFOUNDLAND & LABRADOR

2023-28 Workplace Injury Prevention Strategy focuses on healthy workers

WorkplaceNL has launched a new Workplace Injury Prevention Strategy for 2023-2028. The strategy aims to prioritize the health of workers and productivity in workplaces through prevention, education, and support.

It includes initiatives like providing resources for employers, promoting mental health, raising awareness about workplace hazards, and implementing measures to reduce injuries. Collaboration with stakeholders is emphasized for creating safer work environments.

<https://workplacenl.ca/article/2023-28-workplace-injury-prevention-strategy-focuses-on-healthy-workers-and-productive-workplaces/>



WorkplaceNL's 2023-25 Strategic Plan

WorkplaceNL has released its strategic plan for 2023-2025, outlining its goals and initiatives for the next three years. The plan focuses on enhancing injury prevention, improving return-to-work outcomes, and ensuring effective financial management.

It emphasizes collaboration with stakeholders, enhancing services and programs, and staying responsive to the changing needs of workers, employers, and the community.

<https://workplacenl.ca/article/workplacenl-releases-2023-25-strategic-plan/>

NORTHWEST TERRITORIES

Yellowknife Student Wins Territorial Safety Video Contest

Kai Walden, a student from Sir John Franklin High School in Yellowknife, won the territorial 2023 Workers' Safety and Compensation Commission's Focus on Safety Youth Video Contest. Walden's video, titled "Pest Z," emphasizes the importance of understanding workplace hazards.

The video received a prize of \$1,000, with an additional \$1,000 awarded to the school. The contest promotes safety awareness and knowledge of workers' rights among youth in Nunavut and the Northwest Territories. The annual contest is sponsored by the Canadian Centre for Occupational Health and Safety (CCOHS).

<https://www.wscc.nt.ca/sites/default/files/documents/WSCC%20Media%20Release%20-%20Youth%20Safety%20Video%20Contest%20Winner.pdf>





NUNAVUT

The City of Iqaluit sentenced under the Nunavut Safety Act

The City of Iqaluit pleaded guilty to an offence under the Safety Act in the Nunavut Court of Justice. They failed to ensure the health and safety of individuals in their establishment, resulting in a worker being injured by a blown-up tire during maintenance work.

The City was fined \$50,000, payable to the Workers' Protection Fund, along with a 5% Victim Fine Surcharge. Seven other charges were withdrawn as part of a plea agreement following an investigation by the Workers' Safety and Compensation Commission (WSCC).

<https://www.wsc.nt.ca/node/5249>





Province launches new Paid Sick Leave Rebate program

Yukon has introduced a Paid Sick Leave Rebate Program to provide paid sick leave for employees and self-employed workers earning up to \$33.94 per hour without burdening their employers.

The program, running from April 1, 2023, to March 31, 2025, aims to ensure workers have access to paid sick leave and support public health and economic resilience. Employers will file rebate applications, submitting required documents to the Yukon Department of Economic Development.

The initiative has received positive feedback from stakeholders, including business support organizations and small business owners, who appreciate the support for both employees and employers.

<https://www.hrreporter.com/focus-areas/compensation-and-benefits/province-launches-new-paid-sick-leave-rebate-program/375449>



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

A FEW WORDS FROM OUR HAPPY CLIENTS:

“Most injured workers can do some sort of modified work once we know what's going on with them. We don't have to worry about having a member of our team sitting around for months just waiting for a diagnosis. Knowing that TeksMed can get our workers into an MRI or specialist within days is great.”
- Alliance Truss | Operations Director

“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

“I am writing to express my high degree of appreciation for the service TeksMed has provided to Silver Hills Bakery in the claims management and return to work planning aspects of our business. In the 12 months of our relationship with TeksMed I have been consistently impressed with the support and flexibility they have been able to provide.”
- Silver Hills Bakery | Manager, Occupational Health and Safety

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