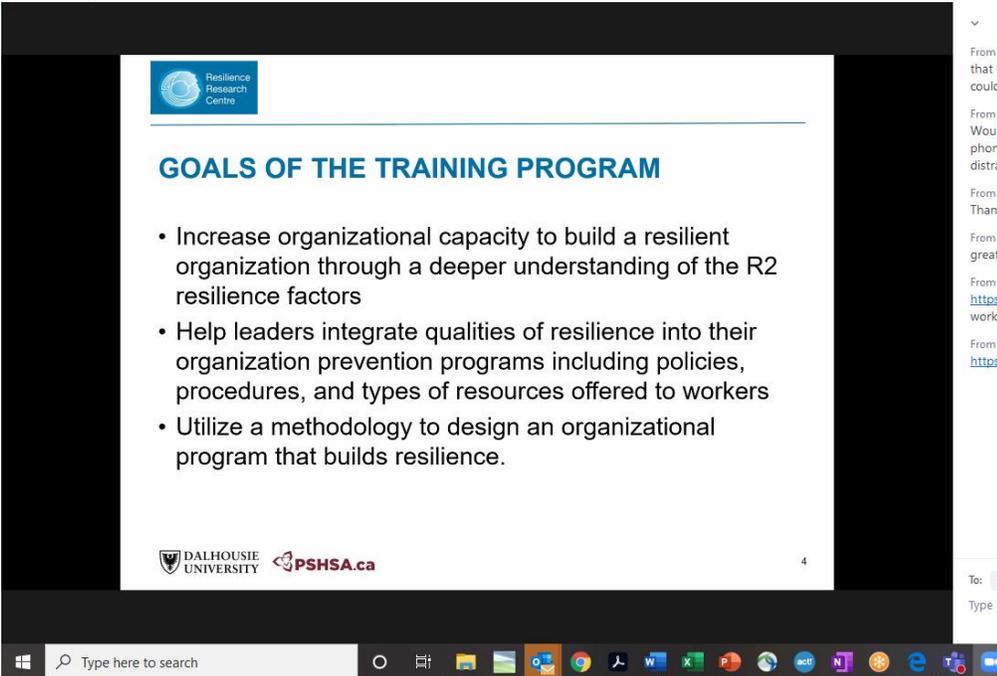


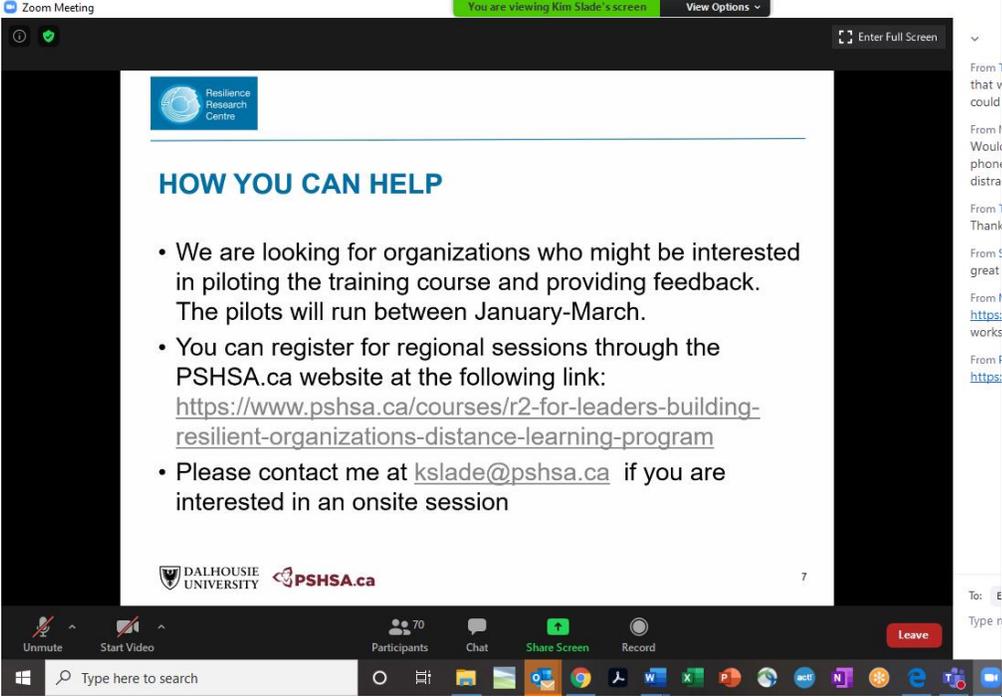


SCHEDULE 2 EMPLOYERS' GROUP

Meeting Information	
Subject/Title:	Schedule 2 Employer's Group Bi-Monthly Meeting
Date/Time:	February 10, 2021 9 am to 11:30 am
Chair:	Laura Russell

Meeting Minutes:

Item No.	Topic	Notes
1	<p>COVID resources & webpage, Healthy Worker resources, and Home Office Wellness</p> <p>Patricia Clausen, Director Prevention, Engagement & Retention Government, Municipal & Education Sectors, PSHSA</p>	<ul style="list-style-type: none"> - Patricia Clausen - See presentation slides – she will share PDF - COVID landing page on PSHSA webpage – resource centre, conferences in June and November, recordings available for free on their webpage - Free e-learning 1 hour, awareness training, infection id & control, good for workers, JHSC - General Infection Risk assessment tool available – focus on infection disease, biological hazards - Tools & Resources available – safety map to re-opening, checklist, prevention & response policy - These are just some highlights, there is plenty of resources & tools - Webinar free recordings on COVID-19, to support workers, home office wellness & training available https://www.pshsa.ca/healthy-workers
2	<p>R2 for Leaders building resilient organizations, Kim Slade, PSHSA Emerging Markets – research with Dalhousie U – running a pilot to share with group</p>	<p>R2 for Leaders – Facilitating Resilient Leaders training program, full day 8.30 to 4.30 or two half days</p> <p>Designed for leaders of organizations In conjunction with Dr. Michael Ungar – Dalhousie University See presentation slides</p> <p></p>  <p>Running pilots of the program, organizations can volunteer to participate. Go to their webpage to register</p>

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		 <p data-bbox="553 926 1555 1083"> <ul style="list-style-type: none"> - Participants have been from Long term care and health care, paramedics, and fire - Looking for 150 participants, and now with the evaluating looking for control groups do - the evaluation now and train later in October. For fall session contact Kim now. - Min 30 people per session, if lots of interest can split into a spring and fall session </p>
3	<p data-bbox="228 1108 500 1325"> Mental Stress Injuries Program (MSIP) Workshop Georgia Katsiapis, & Don Doran, Denise Caron-Adam </p>	<ul style="list-style-type: none"> - Denise – WSIB engaged and willing to listen to employers, best practices cases anonymized, pilot it at WSIB - Don – phase 2 of project from last February, employers shared great initiatives, and now continue that good work in concert with WSIB, timing not confirmed. - Georgia – information is posted on S2EG webpage, will also send email of the form, and invite, contact is Debbie Jeffery. Employers who would be interested in presenting their initiatives and results. Duration/timing TBD, and share results - Question from audience: is there best practices from other provinces available? - Definitely willing to explore, and others share with the workgroup - Laura – encourage employers to participate
4	<ul style="list-style-type: none"> • WSIB Updates • COVID-19 claims • RTW during the pandemic <p data-bbox="228 1608 505 1787"> Denise Caron-Adam, Executive Director Issues Management and Debbie Jeffery, Manager Stakeholder Relations </p>	<ul style="list-style-type: none"> - Staff working remotely continuing - Extend and improve online offerings – secure email, went live Dec 1st - CMs, EAs, CSRs can email decision letters, with secure mail, must be requested, authorization required per claim. It is only outgoing from WSIB, cannot go/back forth. - Unnumbered document upload tool went live Dec 7th – demo given on Dec 11th. - New upload tool to upload PEIR and Injury/illness reports, where a claim # has not been assigned to the incident, Employers/Workers can answer Qs on website and then directed to the general upload tool - eForm 7s continue. This is for people who do not have access to eWSIB - send Debbie a request for a demo session - New direct deposit feature for workers who can register online as of January 2021. Before used to fill out a form to be completed & returned. Now can be done online. LOE Benefits - RTWS Plans & memos are still being sent via email when consent given

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		<ul style="list-style-type: none"> - Correspondence remains Can Post distribution, a general distribution via email not yet available. However, a general authorization to send authored letters to an email is under review. Hopefully in future. Not for general correspondence. - Frustration expressed by group with trying to reach CMs, leaving messages without return calls. What about booking online to discuss claims with CM – not currently available. Denise/Debbie suggested leave a message of best time to call back, challenges with phone systems and messages reaching staff. They have upgraded their system. Messages received on staff computer. Have made improvements in 2020. Group expressed and shared examples of lack of return calls. Action: Denise will take this back. - Laura shared an observation that CMs are sharp in their practices, compliance towards employers re: info & RTW meeting requests. Unsure what is going on but troubling trend. Employers are facing many issues, staff are struggling with effort to complete their tasks. Need for a balance in servicing workers and employers. Workers were serviced first with payment of claims, and appeals, and last employers. Attendees agreed with this observation. Denise will take this back. Laura reiterated employer is a stakeholder in the system and deserves attention & service. It's been a year now since WFH and expectation that service due to employer. - COVID-19 claim cost credits to end of October 31, 2020, sent out in December, in a lump sum, not at the claim level. Schedule 1 not as problematic but because of Schedule 2 systems, it was problematic. Can call employer services to confirm the claim #s that it applies to. Laura added that employers will require the claims to allocate internally. Is there way to get the information without having to call? Hopefully for next batch. Action: Debbie will update the group. - Updates to RTW policy suite, RTW plans with injury employer and training/IE/New employer. Allocation was based on services required – RTW with employer or RTW with training. And RTWS assigned based on geographical location of the RTWS and workplace parties, anticipating in-person meetings. - 3 day turnaround from claim assigned to contact workplace parties - Tom Teahan left organization at end of January, Tom Bell is interim, current role is Chief Risk Officer <p>Denise – COVID-19 updates</p> <ul style="list-style-type: none"> - Website updated weekly, on Mondays - 14,823 allowed claims, 1,945 denied, 861 pending - When pending too high, engage other staff, other provinces have done the same, so there is no delay in decision making - 5,511 PEIRs received – no symptoms, no positive test - Schedule 2 – 1,232 allowed , 432 denied, 477 pending, 221 had negative test results - High number of lost time, because of 2 week quarantining, so there is a higher lost time - Fatalities in schedule 2? Approved? Denise will get back to us. There has been a small #. - Laura - Decision making and inquiries by CM – if all criteria met, decision made. If contest of claim, then will make inquiries. Seems presumptive adjudication approach, but not the legislative authority nor a good practice. Still require adjudicative rigour. - Debbie spoke to cluster claims at employer, likelihood of exposure. When there is exposure within family/household, then inquiries should be made. Laura questioned whether those inquiries are being made, to make a sound decision. Employers need to indicate their concerns for the WSIB to make inquiries and deal with it.

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		<ul style="list-style-type: none"> - What about vaccine reaction coverage? Is there a policy? Debbie – policy reviewed & how claims would flow, were to update the website with FAQs. Action point: Debbie will take this back.
5	Employer Meeting: Elections	<ul style="list-style-type: none"> - 5 Executive positions – Chair, VC, Treasurer, Program Director, Policy Consultation - Allow for development, contribution - Request for interest, ad hoc members of executive - Biggest of focus is educational sessions (conference) - Election and ask for any objection - Laura is agreed to continue as Chair - Chris retired and vacated role VC – Georgia has expressed her interest in VC role, and continue to assist with conference - Treasurer – Don Doran – expressed in interest in that position, who assisted by Brian Brown, - Program Director – conference & other events, Chris James has been key contributor, Figen expressed interest shared with Georgia and Chris James, and FD in official position, will go to vote - Policy Consultation position available – formerly filled by Lou Smargiasi - is anyone interested ? - Chris Haney, OPS offered to continue as an ad hoc member - Any other volunteers for ad hoc member in 2021? Rinki Kohli & John Russell & Cathy Tang - Open the floor to oppose appointments -no oppositions, confirmed
6	Virtual Speaker Series	<ul style="list-style-type: none"> - Theme is mental stress prevention& return to work function - Dr. Bill Howatt is keynote speaker, referenced by PSHSA in their discussions today, Will speak on Psych H&S best practices for leaders & mental health fitness. Kim Slade will speak to mental health resilience & an index - Liz Horvath, Mental Health Commission - Colin Chan, OT @ CBI treatment of mental health - Homewood Health, Toni Harrington - Mind Beacon – virtual CBT and other resources - WSIB H&S Excellence potential speaker TBC - Cost is \$75 for attendees
7	2021 and 2020 Schedule 2 Admin rates – process and results Laura Russell and Brian Brown	<ul style="list-style-type: none"> - Brian has been involved, since he is actuary and knowledgeable in this area - This past year difficult for a number of reasons, usually meet once or twice later in the calendar year, - Lengthy discussions with WSIB, because of change in Chief Actuary @ WSIB - Questions about COVID costs and how they are being charged as an expense to Schedule 2 group, there is disagreement on methodology & numbers. WSIB has struggled to capture the claim costs on a claim basis and refund it accordingly. The struggle is continuing with ongoing claims in 2021. - Met with WSIB in January 2021, but WSIB already made their decisions on formula. But through further dialogue, WSIB responded to the concerns and made changes. - Appreciate the WSIB’s collaboration. - Result is credible. - Admin rate is posted on website and should have received your letters - 2021 Provisional Rate – Provincially 24.6%, Federally 19%, GECA 16.9% - S2 interested in that provisional rate is fairly close, or allows for refund at the end

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		<ul style="list-style-type: none"> - \$15 million set aside for COVID claims - 2020 adjustment best forecast – provincial is unchanged, Federally & GECA slight increase. So do not expect a refund this summer. - Brian & Laura not in favour of moving 2020 COVID claim costs into 2021.
8	MOL Review Report regarding WSIB Figen Dalton	<ul style="list-style-type: none"> - Report released November 2020 - 25 recommendations, #8 Schedule 2 elimination or review - FOI request for draft report, and associated materials, submissions - Will review and update group - Will determine next steps - Will discuss with WSIB executive the implementation of the WSIB review and the interim Pres/CEO Tom Bell, and engage with WSIB executive
9	Other Business	<ul style="list-style-type: none"> - Will be a very busy year with new executive, and virtual speaker series - Please reach out to your executive – will post and blast executive contact information - Peel Police raised issue of WSIB allowing LOE Benefits workers who retire or qualify to retire, and can draw both pension and LOE Benefits. Lobby group? How to make this fair? Legal analysis required with group of people of those in the industry – Fire, Police, Paramedics and other Presumptive legislation. Laura will take this back to Executive. Will include the AMO member Jennifer Albright, on this issue. This is a take away.

Next Meeting: Wednesday, April 14, 2021
9:00 am to 12:00 pm