

**THE WORKERS' COMPENSATION BOARD**

**MEETING OF THE BOARD OF DIRECTORS**

**MINUTES**

**DATE:** April 26, 2022

**PLACE:** Hybrid Meeting  
Participants attend either in person or virtually  
12<sup>th</sup> Floor WCB Board Room, 9925 - 107 Street, Edmonton  
Microsoft Teams

**TIME:** 8:30 a.m. to 12:30 p.m.

**BOARD MEMBERS**

Erna Ference, Chair  
Mike Boyle, Member  
Brian Frank, Member (attended virtually)  
Brian McConkey, Member  
Shawna Miller, Member  
Mary Phillips-Rickey, Member (attended virtually)

**EXECUTIVE**

Trevor Alexander, President & Chief Executive Officer \*\*  
Tarick Ahmad, Chief Technology Officer (attended virtually) \*  
Ron Helmhold, Chief Financial Officer \*  
Wendy King, Senior Vice President, Operations & Innovation \*  
Marcela Matthew, Vice President, Millard Health & Special Care Services \*  
William P. Ostapek, Secretary and General Counsel \*  
Roxy Shulha-McKay, Vice President, Employee & Corporate Services \*

**ALSO PRESENT**

Leslie Henkel, Board of Directors' Secretariat (attended virtually) \*  
Laurent Charron, Corporate Controller, Financial Management (items 7.1 to 12.1)  
Donna Emsley, Senior Manager, Treasury & Investments (attended virtually) (items 9.1 & 9.2)  
Nadia Mursky, Senior Manager, Financial Performance & Risk (attended virtually) (items 9.1 & 9.2)  
Bill Xu, Chief Actuary, Actuarial Services (attended virtually) (item 12.1)

\* excused for item 14

\*\* excused for item 14 (part 2)

## 8. Policy Committee

### 8.2 Policy 05-02, Part II, Application 2: Cost relief for reactions to compulsory COVID-19 vaccinations

The widespread impact of COVID-19 has caused unprecedented challenges for employers. Alberta employers have asked WCB for cost relief to reduce the direct financial impact of COVID-19 claims. Throughout the pandemic, the WCB has provided COVID-19 support for employers, including a non-substantive policy change in October 2020. Because many employers implemented compulsory COVID-19 vaccination policies, WCB proposes an additional policy change to extend COVID-19 support to employers.

***Current policy:*** Under Policy 03-01, Part II, Application 3, Question 4, when immunization is required for the prevention of a work-related disease or infection and as a result of a reaction to this compulsory immunization a worker experiences a loss of earnings, WCB will consider the reaction and its consequences to be compensable. This provision has been in place since the first consolidated Policy Manual was published in 1997.

***Proposed policy:*** WCB proposes adding a provision for cost relief for reactions to compulsory COVID-19 vaccinations under Policy 05-02, Part II, Application 2. Under these policy revisions, cost relief will only be available when the following criteria are met:

- the worker has a compensable claim under Policy 03-01, Part II, Application 3 (compulsory immunization with loss of earnings), and
- the vaccine is for the prevention of COVID-19.

---

**Board of Directors**

---

In accordance with Board Resolution 94/02/09, Strategic Management Council approved a non-substantive change to add a corresponding cross-reference in Policy 03-01, Part II, Application 3, subject to approval of Policy 05-02, Part II, Application 2.

Following consultation, WCB revised the draft policy to indicate that costs are charged to the Accident Fund, as opposed to the industry level. This reflects that the risk of a reaction to the COVID-19 vaccination is not industry-specific. The new wording added is “Costs are charged to the Accident Fund.”

**MOTION**

2022/02/06 It was moved that,

That the Board of Directors approve the proposed change to Policy 05-02, Part II, Application 2, effective October 1, 2020.

**CARRIED**