

Board Report

Date of Report: April 26, 2019

Date of Meeting: May 7, 2019

Report Number: 2019-PAC-005

File: 2019BOARD0507

Subject: Workplace Safety and Insurance Board

Recommendation

That the Board register for workplace insurance coverage with the Workplace Safety and Insurance Board (WSIB)

Background

At its meeting of July 9, 2018, Council approved the transition of the operational control of the FirstOntario Performing Arts Centre (PAC) to a new municipal service board and directed staff to take all necessary steps and actions required to transition the PAC business to the Board. As an employer, the Board is subject to specific duties and responsibilities under the OHSA. In order to mitigate the risk and liability attached to workplace incidents, workplace insurance is a way through which the Board can minimize this risk, while providing insurance coverage that protects its employees.

Report

Workplace safety and insurance is a no-fault insurance system for work-related injuries and diseases. Currently, under the *Workplace Safety and Insurance Act, 1997*, the Board and the PAC business is exempt from compulsory WSIB coverage. However, the Board is eligible to register with the WSIB by application. This means that the Board would receive the same coverage and benefits as the business required to register by law.

The benefits of registering are the following:

- Affordable workplace insurance protecting the Board from costly court settlements
- No-fault workplace insurance
- Access to programs and services to improve workplace health and safety
- Services and support for employee's benefits and work transition strategies

WSIB also offers services and resources through several programs to ensure businesses understand their responsibilities under the different workplace safety legislations. It allows businesses to share best practices through formal programs, as well as review performance and process review of return to work and health and safety programs in the organization.

Currently, the City of St. Catharines is registered with WSIB and pays premiums based on the rate established and gross wages of fulltime and part time employees. The PAC's salary plan contains the estimated WSIB premiums based on the proposed labour estimates it requires.

Financial Implications

Currently, WSIB premiums are included within the funding model and PAC's salary plan based on the City's contribution rates. Any financial implications to the Board will be addressed in the 2020 budget submission to the City.

Conclusion

Workplace insurance is a crucial part of an employer's health and safety practices and risk management plan. The Board's registration with WSIB is an important component of the transition process of City staff to the Board. Staff recommend that the Board execute the documents necessary and opt to register with WSIB for workplace insurance.

Notification

- That the Board prepare and pass the necessary by-law and documentation to register with WSIB.
- That staff take the necessary steps to initiate the Board's registration process with WSIB.

Prepared and submitted by:

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