

Date:	February 11, 2025
Time:	8:30 a.m. to 12:30 p.m.
Location:	12 th Floor WCB Board Room, 9925 - 107 Street, Edmonton, Alberta
Board Members	
Ray Block, Chair Mike Boyle, Member Jordon Copping, Member Shawna Miller, Member Mary Phillips-Rickey, Member Claire Seo, Member Nancy Walker, Member Excused: Brian McConkey, Member	
Executive	
Trevor Alexander, President & Chief Executive Officer ** Tarick Ahmad, Chief Technology Officer * Ron Helmhold, Chief Financial Officer * Adrienne Lozinski, Vice President, Employer Account Services & Claims Management Support * Marcela Matthew, Vice President, Millard Health and Special Care Services * William P. Ostapek, Secretary and General Counsel * Sara Schmidt, Vice President, Client Services & Disability Management * Dayna Therien, Vice President, Employee and Corporate Services *	
Also Present	
Curtis Craig, Director, Legal Services * Kara Fuhr, Board Liaison *	
Guests	
Ray Gilmour, Interim Chief Executive Officer, AIMCo (item 11.1) Amit Prakash, Chief Fiduciary Management Officer, AIMCo (item 11.1) Andrew Davis, Director, Client Management, AIMCo (item 11.1) Donna Emsley, Investment Director, Treasury & Portfolio Governance (items 11.1 to 11.3) Nadia Mursky, Director, Finance (items 11.1 to 11.3)	
* excused for items 2, 15.2 and 15.3 ** excused for item 15.3	

Standing Items

Ray Block

The Chair called the meeting to order at 8:30 a.m.

1. Approval of Agenda and Additions to Agenda (New Business)

The agenda was approved as distributed.

2. In Camera

Management was excused from the meeting and the Board of Directors held an *in camera* session. At the conclusion of the *in camera* session, management rejoined the meeting.

3. Proposed Motions

The list of proposed motions was received for information.

4. Minutes of the Meeting of November 26, 2024

Motion

2025/01/01 It was moved that:

The Board of Directors approve the minutes of the meeting of November 26, 2024.

CARRIED

5. Business Arising from the Minutes of the November 26, 2024 Meeting

There was no business arising from the minutes of the November 26, 2024 meeting.

6. Meetings and Activities Schedule

The meetings and activities schedule was received for information.

7. Chair's Report

The Chair reported on:

- recent meeting with the Association of Workers' Compensation Boards of Canada,
- upcoming appointments to the Board of Directors to fill current vacancies, and
- attendance at an AIMCo reception hosted by the newly appointed Chair, the Hon. Stephen Harper.

President's Report

Trevor Alexander

8.1 President's Report

The President reported on the following:

- financial results,
- operations results and updates,
- technology and operations innovations,
- engagement and legislative relations,

- Secretary & General Counsel results, and
- risk profile.

8.2 WCB Technology Review

The presentation by the Chief Technology Officer was received for information.

Policy Committee	Mike Boyle
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9.1 Committee Chair Report

The Policy Committee Chair provided a report on the previous day's committee meeting.

9.2 Non-substantive Policy Amendments

The Board was advised that in accordance with Board Resolution 94/02/09 (inconsequential amendments), Strategic Management Council had approved the following non-substantive amendments:

- Policy 03-01, Part II, Addendum A, *Effective Date for Use of New Editions of the DSM*: The addendum has been updated to designate the most recent edition of the *Diagnostic and Statistical Manual of Mental Disorders* (the DSM-5-TR), effective April 1, 2025.
- Policy 04-04, Part II, Addendum B, *Effective Date for use of New Editions of the American Medical Association Guides*: The addendum has been updated to indicate that WCB is using the most recent edition of the online *American Medical Association Guides for the Evaluation of Permanent Impairment*, the AMA Guides, Sixth Edition, 2024, as of April 1, 2025.
- Policy 04-04, Part I, Permanent Disability: Policy 04-04, Part I, was updated effective January 1, 2025, to incorporate changes to the definition of permanent total disability. The policy update used both the terms "not capable" and "incapable" interchangeably. The policy has been updated to consistently use the term "incapable" throughout the policy.

9.3 2024-2026 Policy Project Plan Update

The 2024-2026 Policy Project Plan Update was received for information.

Audit Committee	Mary Phillips-Rickey
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10.1 Committee Chair Report

The committee had nothing to report.

Finance Committee	Mary Phillips-Rickey
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11.1 AIMCo Interim CEO Introduction

Ray Gilmour, Interim CEO; Amit Prakash, Chief Fiduciary Management Officer; and Andrew Davis, Director, Client Management; were welcomed to the meeting. Mr. Gilmour provided an update on

his first three months as Interim CEO and responded to questions from the WCB Board of Directors.

11.2 Committee Chair Report

The Finance Committee Chair provided a report on the previous day's committee meeting.

11.3 Financial Status Report

The Financial Status Report was received for information.

Human Resource & Governance Committee
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Mike Boyle (Acting)

12.1 Committee Chair Report

The Acting Chair of the Human Resource & Governance Committee provided a report on the previous day's committee meeting.

12.2 2024 Strategy Map and Objectives - Results

The strategic plan approved by the Board of Directors in 2023 set out long-term goals for the organization. After completing year one of the plan, management presented the final 2024 results.

Motion

2025/01/02

It was moved that:

The Board of Directors approve the 2024 Strategy Map & Objectives results as confirmation of the organization's achievement of annual corporate objectives.

CARRIED

12.3 2025 Strategy Map and Objectives - Targets

In November 2024, the Board of Directors approved the 2025 Strategy Map & Objectives. After reviewing the 2024 results, management has established the specific targets for 2025.

Because the CEO is ultimately responsible for corporate objectives, the CEO's objectives and strategy map objectives are synonymous. Therefore, approval of the 2025 Strategy Map & Objectives also serves as approval of the CEO's 2025 objectives, as required in the Human Resource & Governance Committee terms of reference.

Motion

2025/01/03

It was moved that:

The Board of Directors approve the targets in the 2025 Strategy Map & Objectives.

CARRIED

12.4 Employer of Choice Report

The 2024 Employer of Choice Report was received for information.

The Chair excused senior management from the meeting for items 12.5 and 12.6, with the exception of the President & CEO and the Vice President, Employee & Corporate Services.

12.5 2024 Annual Board Assessment Results

The 2024 annual board assessment survey and summary of results were received for information.

12.6 2024 President and CEO Assessment

The 2024 President and CEO assessment and summary of results were received for information.

Standing Items	Ray Block
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13. New Business

There was no new business.

14. Meeting Evaluation

The members were asked to complete the meeting effectiveness self-assessment in Diligent.

In Camera	Ray Block
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15.1 In Camera with the Executive

The Board of Directors held an *in camera* session with the executive, director of Legal Services and board liaison.

15.2 In Camera with the President & CEO

The Board of Directors held an *in camera* session with the President & CEO.

15.3 In Camera without the President & CEO

The Board of Directors held an *in camera* session without the President & CEO.

There being no further business, the meeting ended at 12:30 p.m.

Date:	April 29, 2025
Time:	8:30 a.m. to 12:30 p.m.
Location:	12th Floor WCB Board Room, 9925 - 107 Street, Edmonton, Alberta
Board Members	
Ray Block, Chair Joshua Bezanson, Member Mike Boyle, Member Jordon Copping, Member Brian McConkey, Member (attended virtually) Shawna Miller, Member Mary Phillips-Rickey, Member Claire Seo, Member Nancy Walker, Member	
Executive	
Trevor Alexander, President & Chief Executive Officer ** Tarick Ahmad, Chief Technology Officer * Curtis Craig, Secretary & General Counsel * Ron Helmhold, Chief Financial Officer * Adrienne Lozinski, Vice President, Employer Account Services & Claims Management Support* Marcela Matthew, Vice President, Millard Health & Special Care Services * Sara Schmidt, Vice President, Client Services & Disability Management * Dayna Therien, Vice President, Employee & Corporate Services *	
Also Present	
Laurent Charron, Associate Vice President, Finance * Kara Fuhr, Board Liaison * William P. Ostapek, Senior Advisor to the Secretary & General Counsel *	
Guests	
Nadia Mursky, Director, Finance (items 10.1 to 11.2) * excused for items 1, 15.2 and 15.3 ** excused for item 15.3	

Standing Items**Ray Block**

The Chair called the meeting to order at 8:30 a.m. and welcomed new member Josh Bezanson. The Chair also noted that the previous day marked the National Day of Mourning, a solemn reminder of the workers who have lost their lives or been seriously injured on the job.

1. In Camera

Management was excused from the meeting and the Board of Directors held an *in camera* session with the CEO. At the conclusion of the *in camera* session, management rejoined the meeting.

2. Approval of Agenda and Additions to Agenda (New Business)

The agenda was approved as distributed.

3. Proposed Motions

The list of proposed motions was received for information.

4. Minutes of the Meeting of February 11, 2025

Motion

2025/03/04

It was moved that:

The Board of Directors approve the minutes of the meeting of February 11, 2025.

CARRIED

5. Business Arising from the Minutes of the February 11, 2025 Meeting

There was no business arising from the minutes of the February 11, 2025 meeting.

6. Meetings and Activities Schedule

The meetings and activities schedule was received for information.

7. Chair's Report

The Chair reported on:

- a recent meeting of the Industry Task Force Association,
- vacancy on the Board of Directors,
- WCB AGM is scheduled for June 5 at 10:30 a.m.,
- WCB's 2024 annual report,
- *Public Sectors Employers Act*,
- new board member orientation on April 17, and
- recent individual meetings with all members of the Board of Directors.

President's Report	Trevor Alexander
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8.1 President's Report

The President reported on the following:

- financial results,
- operations results,
- technology and operations innovation,
- engagement and legislative relations,
- Secretary & General Counsel results, and
- risk profile.

8.2 Strategy Map and Objectives Update

The Strategy Map and Objectives update was received for information.

Policy Committee	Mike Boyle
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9.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

9.2 Policy 03-01, Part II, Application 5, Occupational Hearing Loss

As part of the policy project plan, Policy 03-01, Part II, Application 5 was reviewed to ensure it reflects current knowledge to provide appropriate guidance for the adjudication of hearing loss claims.

A draft policy (Policy 03-01, Part II, Application 5) was posted for online consultation from July 9 to October 7, 2024. The consultation did not propose an expansion or reduction of coverage but did propose incorporating current practices directly into policy for additional clarity and transparency. There were no significant content changes following consultation affecting entitlement, but some revisions were made for added clarity given the feedback received and post-consultation literature review to ensure the policy is evidence based.

Motion

2025/02/05 It was moved that:

The Board of Directors approve the proposed revisions to Policy 03-01, Part II, Application 5, with an effective date of June 1, 2025, applying to all new decisions on hearing loss claims on or after that date, regardless of date of accident.

CARRIED

9.3 Policy 04-07 and 04-10, Services for serious and severely injured workers

A presentation was provided on the upcoming review of Policies 04-07 and 04-10.

9.4 2024-2026 Policy Project Plan Update

The 2024-2026 Policy Project Plan update was received for information.

Audit Committee	Mary Phillips-Rickey
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10.1 Committee Chair Report

The committee chair reported on the previous day’s committee meeting.

10.2 Financial Statements – 2024

A key responsibility of the Board of Directors as outlined in the WCB’s Corporate Governance Policy Manual is the review and approval of the annual audited financial statements, which are prepared on an IFRS basis. Through delegation to the Audit Committee, the Board of Directors fulfills its responsibility by receiving representation that the Audit Committee has fulfilled its mandate by reviewing the information provided. The Audit Committee fulfills its mandate by reviewing the appropriateness of accounting policies and practices, significant accruals and estimates, and variances between years, in addition to qualifications contained in letters of representation. Additionally, the committee oversees the insurance liability valuation and the organization’s internal control and risk management processes. The goal is to be able to assess the reliability of the financial information disclosed in the annual report.

The financial statements and accompanying notes, as recommended by the Audit Committee, reflect fairly and accurately the financial position of the corporation as at December 31, 2024 and, of necessity, include estimates and judgements based on careful consideration of information available at the time of preparation.

Motion

2025/02/06

It was moved that:

The Board of Directors approve the corporation’s IFRS financial statements and accompanying notes for the year ended December 31, 2024 and that the Chair of the Board of Directors and the President and Chief Executive Officer be authorized to sign the Statement of Financial Position on its behalf for delivery to the Minister of Jobs, Economy and Trade before May 30, 2025.

CARRIED

Finance Committee	Mary Phillips-Rickey
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11.1 Committee Chair Report

The committee chair reported on the previous day’s committee meeting.

11.2 Financial Status Report

The financial status report was received for information.

Human Resource & Governance Committee

Brian McConkey

12.1 Committee Chair Report

The committee had nothing to report.

Standing Items

Ray Block

13. New Business

There was no new business.

14. Meeting Evaluation

The members were asked to complete the meeting effectiveness self-assessment in Diligent.

In Camera

Ray Block

15.1 In Camera with the Executive

The Board of Directors held an *in camera* session with the executive, associate vice president and board liaison.

15.2 In Camera with the President & CEO

The Board of Directors held an *in camera* session with the President & CEO.

15.3 In Camera without the President & CEO

The Board of Directors held an *in camera* session without the President & CEO.

There being no further business, the meeting ended at 12:30 p.m.

Date:	June 24, 2025
Time:	8:30 a.m. to 12:30 p.m.
Location:	12 th Floor WCB Board Room, 9925 - 107 Street, Edmonton, Alberta
Board Members	
Ray Block, Chair Joshua Bezanson, Member Mike Boyle, Member Jordon Copping, Member Shawna Miller, Member Mary Phillips-Rickey, Member Nancy Walker, Member Excused: Brian McConkey, Member Excused: Claire Seo, Member	
Executive	
Trevor Alexander, President & Chief Executive Officer ** Tarick Ahmad, Chief Technology Officer * Curtis Craig, Secretary & General Counsel * Ron Helmhold, Chief Financial Officer * Adrienne Lozinski, Vice President, Employer Account Services & Claims Management Support * Marcela Matthew, Vice President, Millard Health & Special Care Services * Sara Schmidt, Vice President, Client Services & Disability Management * Dayna Therien, Vice President, Employee & Corporate Services ***	
Also Present	
Laurent Charron, Associate Vice President, Finance * Kara Fuhr, Board Liaison * William P. Ostapek, Senior Advisor to the Secretary & General Counsel *	
Guests	
Lina Cosentino, Director, Human Resources (<i>item 8.1</i>) Sabeeh Farooqui, Director, Corporate Services (<i>item 8.1</i>) Michael Haworth, Director, Engagement & Development (<i>item 8.1</i>) Allison Peterson, Manager, Contact Centre & Adjudicative Processing (<i>item 8.2</i>) Bill Xu, Chief Actuary, Actuarial Services (<i>item 11.3</i>) Natalie Zarowny, Manager, IT Support & Asset Compliance (<i>item 8.2</i>)	
* excused for items 1, 12.2, 15.2 and 15.3 ** excused for items 12.2 and 15.3 *** excused for items 1, 15.2 and 15.3	
Standing Items	Ray Block

The Chair called the meeting to order at 8:30 a.m.

1. *In Camera*

Management was excused from the meeting and the Board of Directors held an *in camera* session with the President & CEO. At the conclusion of the *in camera* session, management rejoined the meeting.

2. Approval of Agenda and Additions to Agenda (New Business)

The agenda was approved as distributed.

3. Proposed Motions

The list of proposed motions was received for information.

4. Minutes of the Meeting of April 29, 2025

Motion

2025/03/07 It was moved that:

The Board of Directors approve the minutes of the meeting of April 29, 2025.

CARRIED

5. Business Arising from the Minutes of the April 29, 2025 Meeting

There was no business arising from the minutes of the April 29, 2025 meeting.

6. Meetings and Activities Schedule

The meetings and activities schedule was received for information.

7. Chair's Report

The Chair reported on:

- March 2025 Labour Coalition meeting,
- election of Prime Minister Carney and his efforts to mitigate the effects of tariffs which could impact Alberta businesses,
- Institute of Corporate Directors national meeting,
- WCB's annual general meeting,
- 2025 AWCBC Governance Summit: Collaborating for Leadership Success,
- ongoing recruitment for vacancy on the Board of Directors, and
- Provincial Bargaining and Compensation Office's rollout of the new non-union compensation framework for non-executive positions.

President's Report

Trevor Alexander

8.1 President's Report

The President reported on the following:

- financial results,
- operations results,
- technology and operations innovation,
- communications and engagement,
- Secretary & General Counsel results, and
- risk profile.

The Vice President, Employee & Corporate Services, and the division directors provided an overview of the Employee & Corporate Services Division.

8.2 WCB’s Innovation Journey and Technology in Action – the Future Contact Centre

The Chief Technology Officer made a presentation on WCB’s Innovation Journey, followed by a presentation on the future contact centre by the Vice President, Employer Account Services & Claims Management Support; the Manager of the Claims Contact Centre; and the Manager of IT Support & Asset Compliance.

8.3 Strategy Map and Objectives Update

The Strategy Map and Objectives update was received for information.

8.4 2026 Board of Directors Meeting Schedule

The 2026 Board of Directors’ Meeting Schedule was reviewed. Advance approval of the Board of Directors’ 2026 Meeting Schedule and recording that approval in the minutes constitutes formal notice of the meetings. Section 7(1) of the *Workers’ Compensation Act* mandates that no more than three months elapse between meetings, which has been taken into account in the 2026 Meeting Schedule.

Motion

2025/03/08

It was moved that:

The Board of Directors approve the 2026 Meeting Schedule, as amended by moving the February date to the 12th.

CARRIED

Policy Committee

Mike Boyle

9.1 Committee Chair Report

The committee chair provided a report on the committee’s recent meeting.

9.2 Policy 04-10, Other Home Services

The topic summary and attachments were received for information.

9.3 Policy Interpretation and Application

The topic summary and attachments were received for information.

9.4 Policy Project Plan – biennial external consultation

The topic summary and attachment were received for information.

9.5 2025-2027 Policy Project Plan update

The topic summary and attachment were received for information.

Audit Committee

Mary Phillips-Rickey

10.1 Committee Chair Report

The committee chair had nothing to report.

Finance Committee

Mary Phillips-Rickey

11.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

11.2 Financial Status Report

The monthly financial status report was received for information.

11.3 Funding Policy Review

The funding policy review presentation was received for information.

Human Resource & Governance Committee

Brian McConkey

12.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

Management was excused from the meeting, with the exception of the Vice President, Employee & Corporate Services.

12.2 2025 President & CEO Compensation Review

The Human Resource & Governance Committee is responsible for recommending to the Board of Directors base salary increases for the CEO. The Government of Alberta communicated an updated interim approach for public agency compensation that will provide direction to March 31, 2026. The following changes apply to all non-union employees, including the CEO:

- the ability to provide a 3.0% base salary range increase retroactive to January 1, 2025;
- the ability to provide an additional merit increase of up to 2.0% retroactive to January 1, 2025, for a maximum total of a 5.0% adjustment in 2025; and,
- for organizations that are on a calendar year such as WCB-Alberta, retroactivity to January 1, 2025 must be approved by the Provincial Bargaining and Compensation Office, Treasury Board and Finance prior to implementation. This approval was requested and granted on April 1, 2025.

The CEO, as WCB's sole designated officer, is in salary range level 6 under the *Public Sector Employers Act*. On management's request, Human Resource & Governance Committee's

independent external executive compensation expert completed a market update of the appropriateness of any base salary increases for the CEO.

Motion

2025/03/09 It was moved that:

The Board of Directors approves the following salary increase for the President & CEO (CEO):

- *% to maintain the compa-ratio of the CEO's base salary against the salary range level 6 (Ministerial Order No. 16/2025) retroactive to January 1, 2025, taking the CEO's salary to *.

CARRIED

* personal information withheld

Management rejoined the meeting.

Standing Items	Ray Block
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13. New Business

There was no new business.

14. Meeting Evaluation

The members were asked to complete the meeting effectiveness self-assessment in Diligent.

In Camera	Ray Block
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15.1 In Camera with the Executive

The Board of Directors held an *in camera* session with the executive, associate vice president and board liaison.

15.2 In Camera with the President & CEO

The Board of Directors held an *in camera* session with the President & CEO.

15.3 In Camera without the President & CEO

The Board of Directors held an *in camera* session without the President & CEO.

There being no further business, the meeting ended at 12:45 p.m.

Date:	September 22, 2025
Time:	1:30 PM to 4:30 PM
Location:	Saddledome Room, 150 McCall Court, 4311 12 Street NE, Calgary, Alberta
Board Members	
Ray Block, Chair Joshua Bezanson, Member Mike Boyle, Member Jordon Copping, Member Brian McConkey, Member Shawna Miller, Member Mary Phillips-Rickey, Member Claire Seo, Member Nancy Walker, Member	
Executive	
Trevor Alexander, President & Chief Executive Officer ** Tarick Ahmad, Chief Technology Officer * Curtis Craig, Secretary & General Counsel * Ron Helmhold, Chief Financial Officer * Adrienne Lozinski, Vice President, Employer Account Services & Claims Management Support * Marcela Matthew, Vice President, Millard Health & Special Care Services * Sara Schmidt, Vice President, Client Services & Disability Management * Dayna Therien, Vice President, Employee & Corporate Services *	
Also Present	
Laurent Charron, Associate Vice President, Finance * Kara Fuhr, Board Liaison *	
Guests	
Kerri Johnston, Director, Employer Account Services (item 8.1) Michelle Semotiuk, Director, Claims Support & Disability Management (item 8.1)	
* excused for items 1, 15.2 and 15.3 ** excused for item 15.3	

Standing Items**Ray Block**

The Chair called the meeting to order at 1:30 p.m.

1. In Camera

Management was excused from the meeting and the Board of Directors held an *in camera* session with the President & CEO. At the conclusion of the *in camera* session, management rejoined the meeting.

2. Approval of Agenda and Additions to Agenda (New Business)

The agenda was approved as distributed.

3. Proposed Motions

The list of proposed motions was received for information.

4. Minutes of the Meeting of June 24, 2025

Motion

2025/04/10

It was moved that:

The Board of Directors approve the minutes of the meeting of June 24, 2025.

CARRIED

5. Business Arising from the Minutes of the June 24, 2025 Meeting

There was no business arising from the minutes of the June 24, 2025 meeting.

6. 2025 and 2026 Meetings and Activities Schedules

The 2025 and 2026 meetings and activities schedule were received for information.

7. Chair's Report

The Chair reported on:

- compensation framework,
- July meeting with the Minister of Jobs, Economy, Trade & Immigration,
- Board recruitment, and
- recent meetings of the Industry Task Force Association and the Labour Coalition.

President's Report**Trevor Alexander****8.1 President's Report**

The President reported on the following:

- financial results,
- operations results and updates,
- technology and operations innovations,

- legislative relations and engagement,
- Secretary & General Counsel results, and
- risk profile.

The Vice President, Employer Account Services & Claims Management Support, and the division directors provided an overview of the Employer Account Services & Claims Management Support Division.

8.2 Strategy Map and Objectives Update

The Strategy Map and Objectives update was received for information.

Policy Committee	Mike Boyle
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9.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

9.2 Policy 03-01, Part II, Application 6, Psychiatric or Psychological Injury (presumptive coverage for nurses)

On July 23, 2025, an Order in Council amended the *Workers' Compensation Regulation*, adding presumptive coverage for designated classes of nurses diagnosed with post-traumatic stress disorder (PTSD) or other traumatic psychological injuries. This coverage is effective July 23, 2025. As this legislative change is already in effect, consultation is not required.

Motion

2025/04/11

It was moved that:

The Board of Directors approve the proposed revisions to Policy 03-01, Part II, Application 6, without consultation, with an effective date of July 23, 2025, applying to all claims with a date of accident on or after that date.

CARRIED

9.3 Policy 01-02, Access and Privacy

The Government of Alberta replaced the *Freedom of Information and Protection of Privacy (FOIP) Act* with new access and privacy legislation. The *FOIP Act* was split into the *Protection of Privacy Act* and the *Access to Information Act*, which came into force on June 11, 2025, along with their associated regulations. Therefore, Policy 01-02, *Access and Privacy*, Part I, and Part II, Applications 1 and 2 must be updated. As this legislative change is already in effect, consultation is not required.

Motion

2025/04/12

It was moved that:

The Board of Directors approve the proposed revisions to Policy 01-02, Part I and Part II, Application 1 and Application 2, without consultation, with an effective date of June 11, 2025.

CARRIED

9.4 2025-2027 Policy Project Plan Update

The 2025-2027 Policy Project Plan update was received for information.

Audit Committee	Mary Phillips-Rickey
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10.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

Finance Committee	Mary Phillips-Rickey
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11.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

11.2 Financial Status Report

The Financial Status Report was received for information.

Human Resource & Governance Committee	Brian McConkey
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12.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

Standing Items	Ray Block
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13. New Business

There was no new business.

14. Meeting Evaluation

The members were asked to complete the meeting effectiveness self-assessment in Diligent.

In Camera	Ray Block
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15.1 *In Camera* with the Executive

The Board of Directors held an *in camera* session with the executive, associate vice president and board liaison.

15.2 *In Camera* with the President & CEO

The Board of Directors held an *in camera* session with the President & CEO.

15.3 *In Camera* without the President & CEO

The Board of Directors held an *in camera* session without the President & CEO.

There being no further business, the meeting ended at 4:30 p.m.

Date:	November 25, 2025
Time:	8:30 a.m. to 12:30 p.m.
Location:	12 th Floor WCB Board Room, 9925 - 107 Street, Edmonton, Alberta
Board Members	
Ray Block, Chair Joshua Bezanson, Member Mike Boyle, Member Jordon Copping, Member Brian McConkey, Member Shawna Miller, Member Mary Phillips-Rickey, Member Claire Seo, Member Nancy Walker, Member	
Executive	
Trevor Alexander, President & Chief Executive Officer ** Tarick Ahmad, Chief Technology Officer * Curtis Craig, Secretary & General Counsel * Ron Helmhold, Chief Financial Officer * Adrienne Lozinski, Vice President, Employer Account Services & Claims Management Support * Marcela Matthew, Vice President, Millard Health & Special Care Services * Sara Schmidt, Vice President, Client Services & Disability Management * Dayna Therien, Vice President, Employee & Corporate Services *	
Also Present	
Laurent Charron, Associate Vice President, Finance * Helen Van Der Kley, Executive Assistant to the President & CEO *	
Guests	
Nadia Mursky, Director, Finance (items 11.1 to 11.5)	
* excused for items 1, 15.2 and 15.3 ** excused for item 15.3	

Standing Items

Ray Block

The Chair called the meeting to order at 8:30 a.m.

1. In Camera

Management was excused from the meeting and the Board of Directors held an *in camera* session with the President & CEO. At the conclusion of the *in camera* session, management rejoined the meeting.

2. Approval of Agenda and Additions to Agenda (New Business)

The agenda was approved as distributed.

3. Proposed Motions

The list of proposed motions was received for information.

4. Minutes of the Meeting of September 22, 2025

Motion

2025/05/13

It was moved that:

The Board of Directors approve the minutes of the meeting of September 22, 2025.

CARRIED

5. Business Arising from the Minutes of the September 22, 2025 Meeting

There was no business arising from the minutes of the September 22, 2025 meeting.

6. 2026 Meetings and Activities Schedule

The meetings and activities schedule was received for information. It was noted a Human Resource & Governance Committee meeting will be added in April 2026.

7. Chair's Report

The Chair reported on:

- the creation of a vice chair position for the board committees,
- his attendance at an Institute of Corporate Directors session in October,
- his attendance at Alberta Municipalities Convention and Trade Show in October,
- his attendance at the Association of Workers' Compensation Boards of Canada (AWCBC) meeting in November, and
- asked board members to mark their calendars for the June 2026 AWCBC Conference.

President's Report	Trevor Alexander
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8.1 President's Report

The President reported on the following:

- financial results,
- operations results,
- technology and operations innovation,
- legislative relations and engagement,
- Secretary & General Counsel results, and
- risk profile.

8.2 2025 Strategy Map and Objectives Update

The 2025 Strategy Map and Objectives update was received for information.

Policy Committee	Mike Boyle
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9.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

9.2 Policy 04-02, Temporary Benefits, Addendum A – Allowance Rates

In accordance with Board Resolution 94/02/09 (inconsequential amendments) and Board Resolution 2003/03/10 (travel, subsistence, and wage allowances), Strategic Management Council approved an increase to the mileage amount of \$0.03 for a total of \$0.61/kilometre and to the meal allowance of \$1.00 for lunch and \$1.00 for dinner for a daily total of \$59.00 in Policy 04-02, Part II, Addendum A, Allowance Rates.

9.3 Policy Committee Terms of Reference

The Terms of Reference for Policy Committee are reviewed annually to ensure that they continue to meet governance standards. The Terms of Reference have been reviewed to reassess adequacy, consider industry best practices, contemplate the committee's self-assessment results, and address any new regulatory and legal requirements. In addition, an inconsequential change is recommended to section 4.2 to add the role of a committee vice chair when warranted.

Motion

2025/05/14 It was moved that:

The Board of Directors approve the revised Terms of Reference.

CARRIED

9.4 2026-2028 Policy Project Plan

WCB's Policy Project Plan is a rolling plan and projects can be added at any time. Additions come from internal and external sources, but to ensure external awareness, an online consultation is

completed on a biennial basis to formally gather feedback. This consultation was completed this fall. Based on the consultation feedback:

- A review of Policy 04-04, concerning economic loss payments (ELPs) has been added.
- A review of Funding Policy does not need to be added as it is already on the plan.
- A review of Policy 03-01, Part II, Application 6, Psychiatric or Psychological Injury.
- The following items have been added to the plan as requiring further investigation to determine if a policy review is necessary:
 - Policy 05-02, Cost relief for back injuries
 - Policy 01-02, Access and privacy

The 2026-2028 Policy Project Plan will be published on WCB’s website in January 2026.

9.5 2025-2027 Policy Project Plan update

The 2025-2027 Policy Project Plan update was received for information.

Audit Committee

Mary Phillips-Rickey

10.1 Committee Chair Report

The committee chair provided a report on the committee’s recent meeting.

10.2 Audit Committee Terms of Reference

The Terms of Reference for the Audit Committee are reviewed annually to ensure that they continue to fulfill its mandate and meet best practice standards. The Terms of Reference have been reviewed to assess adequacy, consider industry best practices, consider the committee’s self-assessment results, and address any new regulatory and legal requirements. As a result of this review, management has determined that no substantive changes are required to the Terms of Reference. Inconsequential changes have been made to enhance clarity that WCB’s internal audit function verifies compliance with the requirements of the internal audit profession on an annual basis and to identify the role of a vice chair when warranted. The Terms of Reference continues to embody best practice standards related to the fiduciary obligations of the Audit Committee.

Motion

2025/05/15

It was moved that:

The Board of Directors approve the Audit Committee Terms of Reference as amended.

CARRIED

Finance Committee

Mary Phillips-Rickey

11.1 Committee Chair Report

The committee chair provided a report on the committee’s recent meeting.

11.2 Financial Status Report

The monthly Financial Status Report was received for information.

11.3 Annual Worker Benefit Update – 2026

The *Workers' Compensation Act (WCA)* provides the authority to set the maximum a worker's wages can be insured and the ability to index long term benefits to inflation. To exercise this authority, the Board of Directors has described the approach through the principles of workers' compensation and Policy 04-01. The annual process of calculating any changes to benefits based on this guidance has been delegated to management, and the resulting amounts are ratified via a Board Order.

Cost of Living: Section 59 of the *WCA* gives authority to adjust long-term benefits yearly as a result of a series of legislative changes that came into effect on January 1, 2021. According to Policy 04-01, Part II, Application 4, annual cost-of-living adjustments (COLA) are based on 100% of the change in the average Alberta Consumer Price Index (ACPI) for the 12 months ending September 30 of the year immediately before the adjustment, less 0.5%. The policy states COLA adjustments are applied on the first day of January of each year.

The percentage change in the average ACPI for the 12 months ending September 30, 2025, totaled 2.14%. COLA has been calculated as 1.64% (2.14% less 0.5%). As a result, it is recommended that COLA for 2026 be set at 1.64%.

Maximum Compensable Earnings (MCE): Under the authority of section 56(18) of the *WCA*, the Board of Directors sets the value of MCE. The BOD has shared the basis for setting MCE in their published principles. The principle guiding MCE was consulted upon and finalized in 2021. The principle states:

*The Board of Directors sets maximum compensable earnings annually to achieve coverage for the full wages of at least 90 per cent of workers in the province.
The annual amount will change when the percentage of workers covered drops below 90 per cent.*

The annual adjustment calculation is based on wage inflation data provided by Statistics Canada, refined to reflect the industries covered by the workers' compensation system. The calculation results in a MCE for 2026 of \$110,900 which maintains the coverage of workers' wages in the province at 91%.

Motion

2025/05/16

It was moved that:

The Board of Directors:

- Approve the cost-of-living increase for 2026 of 1.64% applied to long term benefits pursuant to section 59 of the *WCA*.
- Order that for 2026, maximum compensable earnings be set at \$110,900 (an increase of 4.2% from the 2025 MCE) and approve the proposed Board Order for MCE on these terms, pursuant to section 56(18) of the *WCA*.

CARRIED

11.4 2026 Financial Plan & Operating Budget

WCB's 2026 integrated budget planning framework is a comprehensive process initiated in early 2025, beginning with the development of key economic assumptions and estimates. Throughout the year, management reviewed corporate and economic performance against these assumptions, updating financial drivers and projections as needed.

At the September 2025 Board of Directors retreat and meeting, WCB's strategic priorities and premium rate setting strategies were reviewed, providing guidance that informed the 2026 financial plan and operating budget.

The 2026 Financial Plan and Operating Budget has been carefully developed to ensure that WCB continues to fulfill its mandate to Albertans in an efficient and cost-effective manner. The financial plan and 2026 budgeted premium rate charged to employers strikes a careful balance between ensuring the financial sustainability of the workers' compensation system and the challenges presented by ongoing trade policy uncertainty and inflationary pressures.

Motion

2025/05/17

It was moved that:

The Board of Directors approve the 2026 Financial Plan and Operating Budget.

CARRIED

11.5 Finance Committee Terms of Reference

The Terms of Reference for the Finance Committee are reviewed annually to ensure that they continue to fulfill its mandate and meet best practice standards. The Terms of Reference have been reviewed to assess adequacy, consider industry best practices, consider the committee's self-assessment results, and address any new regulatory and legal requirements. As a result of this review, Management has determined that several changes are warranted to ensure that the governance structure of the WCB investment function evolves to take into consideration the completed transition of investment management to AIMCo.

In addition to the recommended changes arising from the evolution of the investment governance structure as a result of the AIMCo transition, an inconsequential change is recommended to section 3.3 to add the role of a committee vice chair when warranted. The Terms of Reference as amended continues to embody best practice standards related to the fiduciary obligations of the Finance Committee.

Motion

2025/05/18

It was moved that:

The Board of Directors approve the Finance Committee Terms of Reference as amended.

CARRIED

Human Resource & Governance Committee

Brian McConkey

12.1 Committee Chair Report

The committee chair provided a report on the committee's recent meeting.

12.2 2026 Strategy Map & Objectives

In consultation with the Board of Directors, management has established a clear focus with the corporate objectives for 2026. WCB is well positioned to maintain momentum and continue to address the priorities set out in the five-year strategic plan. If successful, by the end of the year, the organization will have made a positive impact on clients and employees while building a resilient, responsive and future-ready compensation system.

Motion

2025/05/19 It was moved that:

The Board of Directors approve the 2026 Strategy Map and Objectives. CARRIED

12.3 Human Resource & Governance Committee Terms of Reference

The Terms of Reference for the Human Resource & Governance Committee are reviewed annually to ensure they continue to meet WCB's governance standards. The Terms of Reference have been reviewed to reassess adequacy, consider industry best practices, contemplate the committee's self-assessment results and address any new regulatory and legal requirements. Two changes have been made to the Terms of Reference:

- removing a duplicate phrase regarding stakeholder consultation, and
- adding a reference to the potential for the Board Chair to appoint a committee vice chair.

The terms of reference for each board committee have been reviewed to ensure consistency of approach, as appropriate.

Motion

2025/05/20 It was moved that:

The Board of Directors approve changes to the Human Resource & Governance Committee Terms of Reference. CARRIED

Standing Items	Ray Block
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13. New Business: 2026 Board of Directors Annual Planning Cycle

The 2026 Board of Directors annual planning cycle was received for information.

14. Meeting Evaluation

The members were asked to complete the meeting effectiveness self-assessment in Diligent.

In Camera	Ray Block
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15.1 In Camera with the Executive

The Board of Directors held an *in camera* session with the executive, associate vice president and executive assistant to the President & CEO.

15.2 *In Camera* with the President & CEO

The Board of Directors held an *in camera* session with the President & CEO.

15.3 *In Camera* without the President & CEO

The Board of Directors held an *in camera* session without the President & CEO.

There being no further business, the meeting ended at 12:30 p.m.

Date:	December 12, 2025
Time:	8:30 a.m. to 9:00 a.m.
Location:	Virtual
Board Members	
Ray Block, Chair Mike Boyle, Member Jordon Copping, Member Brian McConkey, Member Shawna Miller, Member Mary Phillips-Rickey, Member Claire Seo, Member Nancy Walker, Member Excused: Joshua Bezanson, Member	

The Chair called the meeting to order at 8:30 a.m.

Contract Extension – President and CEO

Trevor Alexander was appointed President & CEO (CEO) effective March 18, 2019, in accordance with the *Reform of Agencies, Boards and Commissions Compensation Act* (RABCCA) and the associated regulations. On January 19, 2024, the Board of Directors approved an extension of the contract of the CEO for two additional years to February 28, 2027. The Board of Directors wishes to extend the contract of the CEO for two additional years to February 28, 2029. Mr. Alexander agrees with the extension.

Motion

2025/06/21 It was moved that:
 The Board of Directors approve the contract extension of Trevor Alexander,
 President & CEO, to February 28, 2029.

CARRIED

There being no further business, the meeting ended at 9:00 a.m.