

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 * Adrianne 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
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9.1 Committee Chair Report

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

9.2 Policy 04-10, 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

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 12:45 p.m.