

What's changed *(Please read the policy documents for complete information):*

Please note that policy changes since the last issue are indicated by shaded text or shading in the left margin.

- **Legislative Changes – Bill 47:**

Bill 47, which amends the *Workers' Compensation Act*, received royal assent on December 9, 2020. Some amendments are effective January 1, 2021 and have resulted in the following policy changes:

- **Maximum Compensable Earnings (MCE) – Policy 04-01, Part II, Addendum A**

Bill 47 reinstates a cap on MCE and gives WCB the ability to determine this amount through a Board Order. A maximum of \$98,700 comes into effect January 1, 2021.

- **Cost-of-Living Adjustment (COLA) - Policy 04-01, Part II, Application 4**

Bill 47 gives WCB the ability to calculate COLA through a Board Order. Effective January 1, 2021, COLA is calculated based on the change in the Alberta Consumer Price Index for 12 months, ending September 30, less 0.5 per cent. Policy 04-01, Part II, Application 4 has been updated to reflect this change.

- **Presumptive Coverage for Traumatic Psychological Injury - Policy 03-01, Part II, Application 6**

Under Bill 47, effective January 1, 2021, the presumption for traumatic psychological injury no longer applies to all workers, but still applies to correctional officers, emergency dispatchers, firefighters, paramedics, peace officers, or police officers, or any other class of worker prescribed by the regulations. Policy 03-01, Part II, Application 6, has been updated accordingly.

- **Employer Services Policy Review:**

The final stage of a comprehensive review of employer account related policies includes the following *substantive* changes:

- adding a business test to **Policy 06-01, Part II, Application 2** to determine an individual's status as either a worker or business owner
- clarifying how businesses providing support to an industry are classified in **Policy 07-01, Part II, Application 1**

In addition to the substantive changes above, a number of *non-substantive* changes have been made to many of our 06 and 07 policies. These non-substantive policy changes codify current practices and do not impact stakeholders. These changes include such things as updating references in policy, correcting grammatical issues, and adjusting examples to generate a better understanding of the intent of our policies.

- **2021 Annual Updates:**

- **2021 Cost-of-Living Adjustment (COLA)**

- A number of policies have been revised to reflect the 0.84 per cent COLA that is effective January 1, 2021. These policies are 04-01 - Addendum B, 04-04 - Addendum A, 04-07 – Addendum B, 04-08 - Addenda A and B, 04-10 - Addendum A, and Appendix F.

- **Burial, cremation, and memorial expenses - Policy 04-08, Addendum A**

- The maximum allowable amount for burial, cremation, and memorial expenses has been reviewed using methodology approved by the Board of Directors. For 2021, the amount remains unchanged from the amount that was effective January 1, 2020.

- **Maximum Clothing Allowances - Policy 04-07, Addendum A**

- The clothing allowance amounts for all six categories have been increased effective January 1, 2021, in accordance with the formula approved by the Board of Directors.

- **Allowance Rates - Policy 04-02, Addendum A**

- There were no changes to the amounts as a result of the annual review; therefore, the document is not included in the “Complete list of changed documents,” below.

- **Maximum Compensable Earnings (MCE) and Maximum Assessable Earnings (MAE)**

- For MCE, see Bill 47 changes above.
 - There are no changes to MAE for 2021 - MAE remains at \$98,700.

- **2021 Compensation Tables (Appendix E)**

Complete list of changed documents:

Document	Old	New
03-01, General	Part II, Application 6	Policy 03-01, Part II, Application 6 (issue date January 5, 2021)
04-01, Establishing Net Earnings	Part II, Application 4	Policy 04-01, Part II, Application 4 (issue date January 5, 2021)
	Part II, Addendum A	Policy 04-01, Part II, Addendum A (issue date January 5, 2021)
	Part II, Addendum B	Policy 04-01, Part II, Addendum B (issue date January 5, 2021)
04-04, Permanent Disability	Part II, Addendum A	Policy 04-04, Part II, Addendum A (issue date January 5, 2021)
04-07, Services for Workers with Severe Injuries	Part II, Addendum A	Policy 04-07, Part II, Addendum A (issue date January 5, 2021)
	Part II, Addendum B	Policy 04-07, Part II, Addendum B (issue date January 5, 2021)
04-08, Fatalities	Part II, Addendum A	Policy 04-08, Part II, Addendum A (issue date January 5, 2021)
	Part II, Addendum B	Policy 04-08, Part II, Addendum B (issue date January 5, 2021)
04-10, Other Home Services	Part II, Addendum A	Policy 04-10, Part II, Addendum A (issue date January 5, 2021)
06-01, Employers and Workers	Part I	Policy 06-01, Part I (issue date January 5, 2021)
	Part II, Application 1	Policy 06-01, Part II, Application 1 (issue date January 5, 2021)
	Part II, Application 2	Policy 06-01, Part II, Application 2 (issue date January 5, 2021)
	Part II, Application 3	Policy 06-01, Part II, Application 3 (issue date January 5, 2021)
	Part II, Application 4	Policy 06-01, Part II, Application 4 (issue date January 5, 2021)

Complete list of changed documents:

Document	Old	New
	Part II, Application 5	Policy 06-01, Part II, Application 5 (issue date January 5, 2021)
06-02, <i>Optional Coverage</i>	Part I	Policy 06-02, Part I (issue date January 5, 2021)
	Part II, Application 1	Policy 06-02, Part II, Application 1 (issue date January 5, 2021)
	Part II, Application 2	Policy 06-02, Part II, Application 2 (issue date January 5, 2021)
06-03, <i>Premiums</i>	Part I	Policy 06-03, Part I (issue date January 5, 2021)
	Part II, Application 1	Policy 06-03, Part II, Application 1 (issue date January 5, 2021)
	Part II, Application 2	Policy 06-03, Part II, Application 2 (issue date January 5, 2021)
	Part II, Application 3	Policy 06-03, Part II, Application 3 (issue date January 5, 2021)
	Part II, Application 5	Policy 06-03, Part II, Application 5 (issue date January 5, 2021)
07-01, <i>Classification</i>	Part I	Policy 07-01, Part I (issue date January 5, 2021)
	Part II, Application 1	Policy 07-01, Part II, Application 1 (issue date January 5, 2021)
	Part II, Application 2	Policy 07-01, Part II, Application 2 (issue date January 5, 2021)
	Part II, Application 3	Policy 07-01, Part II, Application 3 (issue date January 5, 2021)
07-02, <i>Experience Records</i>	Part I	Policy 07-02, Part I (issue date January 5, 2021)
	Part II, Application 1	Policy 07-02, Part II, Application 1 (issue date January 5, 2021)

Complete list of changed documents:

Document	Old	New
	Part II, Application 4	Policy 07-02, Part II, Application 4 (issue date January 5, 2021)
	Part II, Application 5	Policy 07-02, Part II, Application 5 (issue date January 5, 2021)
	Part II, Application 6	Policy 07-02, Part II, Application 6 (issue date January 5, 2021)
07-03, Financial Administration of Safety Association Grants	Part I	Policy 07-03, Part I (issue date January 5, 2021)
	Part II, Application 1	Policy 07-03, Part II, Application 1 (issue date January 5, 2021)
Appendix E, Compensation Tables	Entire Document	2021 Compensation Tables: For accidents on or after April 01, 2003 For accidents on or before March 31, 2003 (issue date January 5, 2021)
Appendix F, Minimum Permanent Disability Awards & Dependents' Pensions, with Cost-of-Living Adjustments (COLA), Minimum Personal Coverage, Maximum Annual Assessable Earnings & Maximum Annual Compensable Earnings	Entire Document	Appendix F (issue date January 5, 2021)