



SBCI UPDATE

December 2017

NEWSLETTER

MESSAGE FROM THE CHAIRPERSON

My very best wishes to everyone for the holiday season and have an enjoyable, safe and healthy 2018.

As soon as the school board year is over, SBCI's staff work to create an Annual Report on member boards' Workers' Compensation and H&S achievements. We have 57 of these to compile and write, and the last ones have just been completed. Ideally, our staff meets with school board personnel to present the findings and to discuss improvement opportunities. These meetings have begun and will continue in the New Year.

Our WSIB has had a very successful year representing member boards at hearings and appeals. To date, we have had \$500,000 in costs overturned and returned to school boards, and have prevented a further \$7 million in awards being made.

For 2018, the SBCI Board of Directors has approved a 2½% increase in fee level. However, the fees to participate in the Assistance Program will remain unaltered for 2018. We have also just received notice that Chubb Insurance is maintaining its premium rate for Excess Loss Workers' Compensation insurance at the 2017 levels.

Over the past few months, legislation has been passed to include Chronic Mental Stress claims under WSIB coverage. This coverage begins from January 1, 2018, but has also been made retroactive to April 29, 2014. It is unclear just how costly these claims may be for school boards, but the

figures suggested by the WSIB's Chief Actuary are not insignificant.

In the early new year, SBCI will be issuing the 2016-17 Absence Study, followed by in-depth Annual Reports for our Attendance Support customer school boards.

SBCI staff has been compiling the data for inclusion in the 2016-17 Absence Study. These studies will be issued early in the New Year. Management of sick leave at Ontario school boards has recently been the focus of attention by the Provincial Auditor who has issued a report in December offering recommendations. SBCI continues to have the expertise to be able to assist boards with any attendance issues.

I want to take the opportunity to welcome some new staff to SBCI. Firstly, Shoba Ungurian (formerly Shoba Thomas) has rejoined the Attendance Support team after a break of 2 years during which time she got married. Also in Attendance Support, Stephanie Barton has joined us, rounding out a strong AS team.

Zenobia Siddiqui has joined the Health & Safety Team, and Allison Pinto has joined the IT team as a Business Analyst.

Welcome to all of you. I trust will enjoy working for SBCI and furthering its aims.

I thank all the SBCI staff for their efforts over the past year and wish everyone a safe and healthy holiday season.

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If you have any questions, comments or ideas regarding the Co-operative, please send me an email. Our aim is always to improve the services that we provide to you. I can be reached at jamie.gunn1@outlook.com having recently retired from Grand Erie DSB.

Jamie Gunn, SBCI Chair

PREVENTING SLIPS, TRIPS & FALLS

Winter is here! With slush-covered boots, salt, snow, calcium, and dirt are quickly invading your schools!

In 2016-17, after reviewing the provincial school board statistics, Slips, Trips & Falls remains one of the top causes of incidents. Implementing winter routines that reduce the chance of STF incidents is, therefore, a prevention initiative that should reduce incident-related costs and provide a safer environment.

Though it might seem like STF's are an unavoidable winter hazard, they are preventable.

Typically, in every type of school, safety plans include measures such as creating an effective cleaning program to ensure that the chance of slips, trips, and falls is reduced. However; effective prevention, especially throughout the winter months, involves increased communication regarding appropriate types of footwear for designated areas outside and inside the schools. Outside prevention could include providing and ensuring Yaktrax are worn for yard duty and by Custodians when they come to open a school on a snowy or icy morning. Communication also includes the use of proper signage to indicate wet areas as well as helpful reminders for removing boots or wiping feet on entrance mats before entering the schools.

Using adhesive material or anti-skid carpets wherever possible will also help. Keeping walkways or hallways free of obstacles and ensuring that there is proper lighting throughout the school is a practical way of significantly decreasing accidental trips while making it easy to clean and maintain the area as well.

Safety resources are available from:

- CCOHS free download posters
<https://www.ccohs.ca/products/posters/>

- Walk like a penguin winter YouTube video

<https://www.youtube.com/watch?v=LHaWGibGwyk>

Implementing preventive measures such as keeping specific areas properly cleaned and maintained should reduce injuries. Let's provide a safer and cleaner environment for our employees, students and visitors this season!

MANAGING MODIFIED WORK ASSIGNMENTS – OVER THE SHORT AND LONG TERM

The provision of modified work assignments is an integral part of an employer's required response to employee needs. This demonstrates compliance with the Ontario Human Rights' Code.

Our member school boards are reporting that an increasing number of employees are presenting functional information from their physician; indicating a need for modified work assignments. The modified work requests may be modified duties and/or work hours. School boards respond in a variety of ways with differing levels of risk associated.

In some situations the Principal or Supervisor is managing the provision of modified work assignments. For a small modification of duties over less than 5 days, this approach is reasonable. However, once the employee has returned to work full time, full duty, documentation should be provided to Human Resources. This is important documentation in the event that repeated worksite accommodation requests are made by the same employee.

When responding to a request for modified hours or duties of more than 5 days, the Disability Management Coordinator for the school board should be involved. Clear adherence to rehabilitation fundamentals is important to ensure an efficient, effective and consistent process is in place. The following elements should be reviewed with the employee, union representative (as employee wishes),

and Human Resources prior to supporting a RTW plan:

- What is the final RTW goal? Will the employee RTW full time, full duty to own job? If no – this should be considered as a possible permanent accommodation request and managed as such.
- Clear start and end dates (maximum 4-6 weeks unless employee is actively recovering at work from an extended illness/injury).
- Clear progression of hours and/or duties week by week.
- A plan for monitoring progress (both by physician and employer).

Modified work requests may require verification of the functional information submitted by physicians, as letters to doctors often fail to secure sufficient information. The verification of information may require third party assessments.

PLAYGROUND SUPERVISION

The main purpose of supervision on the playground is to help protect students and staff from injury.

Proper supervision has four basic components.

1. Presence and attentiveness:
 - Being on the playground before students start playing.
 - Staying in a reasonable proximity to the areas of activity.
 - Keeping all students easily in sight. (If one of the supervisors cannot see the students, the students are not being properly supervised.)
 - Not becoming distracted from duties.
2. Student behaviour monitoring and intervention:
 - Being knowledgeable of and consistently enforcing school rules and policies.
 - Restricting students from roughhousing, horseplay or other inappropriate behavior on or near any apparatus.
 - Controlling the play environment.

- Teaching children playground rules and etiquette so that their play time will be safer and more enjoyable.
 - Making sure physical activity is safe. Schools can play a role in helping kids understand what equipment is safe and how to use it safely.
3. Hazard surveillance and intervention:
 - Being risk-conscious (prioritizing attention into the areas where accidents are most likely to occur).
 - Checking the playground daily, and appropriately addressing ground and equipment hazards.
 4. Responding appropriately to emergencies:
 - Handling emergencies that occur on the playground properly to reduce potential injury and damage.
 - This involves being CPR/first aid certified, or having such a staff member readily accessible.

Reference Material:

<http://news.nationalpost.com/posted-toronto/parents-cry-foul-after-elementary-school-bans-balls>
<http://web3.esd112.org/docs/insurance-programs/playgrdgdln1200.pdf>
<http://www.playgroundequipment.com/fun-and-safe-playground-games-for-your-children/>

WSIB RATE FRAMEWORK POLICY CONSULTATION

The WSIB is continuing with the Schedule 1 Rate Framework Modernization and in mid-August 2017 the WSIB released seven draft policies for consultation. The draft policies are on the following topics:

1. Coverage Status
2. The Classification Structure
3. Eligibility for Single or Multiple Premium Rates
4. Associated Employers
5. Temporary Employment Agencies
6. Employer Level Premium Rate Setting
7. Employer Premium Adjustments

Coverage Status

The draft policy dealing with *Coverage Status* contains information relevant to Schedule 1 and Schedule 2 employers. The policy explains that WSIB coverage is mandatory for industries named in Schedule 1, part 1 or Schedule 2 of Ontario Regulation 175/98. Schedule 1 employers are part of a collective liability system whereby premiums paid to the WSIB are pooled in an insurance fund out of which benefits are paid to injured workers. Schedule 2 employers have individual liability for the cost of WSIB benefits for their injured workers. To cover the cost of Schedule 2 benefits the WSIB has the right to request financial security and this is explained in more detail in Operational Policy # 12-01-05. The WSIB charges Schedule 2 employers an administration fee to cover the cost of administering its claims. Administration fee rates are set provisionally each December for the next calendar year and final rates are determined once WSIB benefits and administration expenses are known. Final rates are usually calculated in August of the following year. SBCI assists member Schedule 2 school boards to mitigate the risks of individual claim liability by arranging optional excess of loss insurance and participation in the Assistance Program.

The draft policy provides that a Schedule 2 employer may request a transfer to Schedule 1. The policy is silent on whether a Schedule 1 employer that that is listed in the description of industries in Schedule 2 may request to transfer to Schedule 2. That option exists right now. SBCI will seek clarification from the WSIB on this point.

The Classification Structure

The WSIB will be classifying individual Schedule 1 employers according to their business activity described in the North American Industry Classification System (NAICs). This industry classification system was developed by the statistical agencies of Canada, Mexico and the United States. Each Schedule 1 employer will be classified

using a 6-digit classification code that will comprise 34 industry classes and subclasses. Schedule 1 school boards will fall under Class D for Government and related services and subclass 1 for Education services.

Eligibility for Single or Multiple Premium Rates

The draft policy dealing with *single or multiple premium rates* provides that generally Schedule 1 employers will be assigned to the class or subclass that the WSIB determines best fits the description of the employer's predominant business activities. It will be possible for a Schedule 1 to have more than one premium rate but only under very limited circumstances. This should not be a concern for a school board but this has historically been of concern to manufacturing and construction companies with distinct and separate divisions engaged in non-integrated operations.

Employer Level Premium Rate Setting

The draft policy dealing with *Employer Level Premium Rate Setting* provides that there will be a two-step process in setting individual Schedule 1 premium rates. The first step involves setting a class projected premium rate based on the class' share of responsibility for the costs required to maintain the insurance fund. The second step involves setting a risk-adjusted premium rate for the individual employer based, in part, on its own claims experience and how that compares to the collective experience of other Schedule 1 employers in the class. In setting individual employer premium rates the WSIB will review an employer's claim costs over a six-year period. The WSIB will establish risk bands that take into account an employer's claim costs and insurable earnings over the six-year period and put more weight on the most recent three years. To ensure some rate predictability there will be limits on how quickly an individual employer may move upwards or downwards in risk bands. The WSIB will exclude certain long latency disease claims from adjusted premium rate calculations and will have a per claim

cost limit so that an individual employer is not penalized so severely if they have one or two bad claims. Schedule 1 employers will continue to be eligible for Second Injury and Enhancement Fund (SIEF) relief if an injured worker had a significant pre-existing condition that served to prolong the period of disability or made a worker more susceptible to injury.

Employer Premium Adjustments

This draft policy provides that the WSIB has the right to retroactively adjust prior Schedule 1 premiums paid and future premiums. Under most circumstances the WSIB would only revise Schedule 1 premiums retroactively for up to January 1 of the second prior year under the "two-year rule". This would be to correct errors with respect to things like interest charges or non-compliance penalties or WSIB errors in claim count or claim costs. However, if the WSIB finds that there was lack of full disclosure in an employer's account they may make debit adjustments for up to 7 years (seven-year rule) only where the employer failed to provide complete and accurate information on accessible payroll or withheld relevant information from the WSIB. The WSIB will also provide an employer a premium credit for up to 7 years when SIEF relief is granted or an accident date is changed or a claim is amalgamated. This recognizes that it takes time for an employer to successfully appeal for SIEF relief or for a change in accident date or an amalgamation of claims. The draft policy provides for unlimited adjustments in the event of employer fraud or commission of other employer offences under the WSIA. The WSIB has some discretion to limit actions against employers who voluntarily come forward and correct under reporting of premiums under voluntary disclosure provisions.

Temporary Employment Agencies

The draft policy dealing with *Temporary Employment Agencies* treats this type of employer differently than other Schedule 1 employers. The classification and premiums paid by

temporary employment agencies will be based on the classification of their client employer. This means that, for example, if a school board hired social workers from a temporary employment agency, the temporary employment agency would need to pay WSIB premiums for those social workers based on the Schedule 1 school board subclass rate. School boards hiring staff through temporary employment agencies should establish a practice of obtaining clearance certificates from the temporary employment agency before the start of a contract, at the end of a contract but before payment of a final invoice to the agency and periodically during the contract to ensure that the agency is in good standing and paying premiums to the WSIB. The certificates are valid for the period specified in the clearance certificate. Failure to obtain clearance certificates may result in the school board being held responsible for the unpaid WSIB premiums that the temporary employment agency should have paid.

The WSIB's new Schedule 1 Rate Framework will start in January 2019, at the earliest. If you have questions or concerns about the draft WSIB policies or anything else mentioned in this article, please speak to your SBCI Claims Manager.

LISTEN UP! REDUCE WORKPLACE NOISE IN 4 STEPS

One in five adults aged 19 to 79 already have mild hearing loss or more in at least one ear.

Statistics like these have prompted the Ministry of Labour to launch an occupational noise initiative. From April 1, 2017 to March 31, 2018 inspectors will be looking at how - and how well - you are protecting workers from noise.

Efforts have recently ramped up to protect to protect Ontario's workers from noise-induced hearing loss.

These efforts include:

- a new noise regulation with stricter duties for employers,

- a year-long noise initiative from the Ministry of Labour, and
- a new education and awareness campaign from Ontario's Occupational Disease Action Plan.

Regulation (381/15) passed in July 2016 says employers must follow a "hierarchy of controls" to protect workers. Under this hierarchy, engineering controls and work practices come before personal protective equipment (PPE), such as earplugs and ear muffs. That is because you are not relying on the variability of the human being to wear it. Instead, you're controlling the noise everywhere.

Follow these four steps, to create your own noise prevention plan.

1. **Determine if your workers are exposed to high levels of noise**
Pinpoint "where the sources of noise are, and who is going to be affected where."
2. **Conduct a risk assessment**
You can do a rudimentary assessment just by walking around and listening. If you're looking for preliminary numbers, rent a sound level meter. There are also apps available that can be used as screening tools. Make sure you know how to use them, and don't rely on them for complete accuracy. If you find numbers are hovering around 85dB (the current occupational limit over 8 hours), you may want to call in an occupational hygienist to do a proper survey.
3. **Determine the best way to protect employees**
 - a. Start with engineering controls. Can you reduce noise at the source or along the path of transmission? Before implementing a control (such as enclosing a machine), check with an expert to ensure you're not introducing new hazards.
 - b. Look at work practices. Could repairs make machines less noisy? Could you adjust schedules to reduce workers'

exposure time or duration, or increase distance from the source?

- c. Consider PPE if other controls are not possible. Select carefully and talk to employees about what kind of protection they would prefer and which is most comfortable. Train on care and use, including proper fit, limitations, inspection and maintenance, and hygiene (dirty ear plugs can lead to health issues).

4. **Ensure your controls are working**

Implement a surveillance program that includes audiometric testing to make sure people are using hearing protection correctly and not suffering hearing loss.

Your SBCI Health & Safety Specialists and Consultants can assist you with this.

This information was provided by: <http://www.wsps.ca/Information-Resources/Articles/Listen-up-Reduce-workplace-noise-in-4-steps.aspx>

WHMIS 2015 INSPECTORS

As you are aware, starting October 1, 2017 Federal OHS inspectors will be visiting workplaces across the country to check for compliance with the WHMIS 2015 requirements.

Changes have been designed to bring Canada's WHMIS laws into line with UN standards. The idea is that all industrial countries should have the same basic chemical safety laws so that it is easier to do global business.

The WHMIS 2015 changes affect 3 groups along a "controlled products" life cycle:

- The companies that manufacture it
- The companies that import or distribute it
- The companies that buy and use it downstream, i.e. employers

The deadline for employers to comply with the new requirements is December 1, 2018.

Inspections will continue through December 31, 2017, however, employers can still get fined if they do not have documentation showing that:

1. You have provided adequate WHMIS 2015 training to your workers;
2. Your WHMIS labels meet either current WHMIS 2015 label requirements or standards; and
3. You have either a WHMIS-compliant MSDS (Material Safety Data Sheet) or WHMIS 2015-compliant SDS (Safety Data Sheet) for each controlled product used, processed or stored at your workplace.

As of December 1, 2018, only WHMIS 2015 labels and SDSs are acceptable.

Your SBCI Health & Safety Specialists and Consultants can assist you with this.

This information was provided by: <https://ohsinsider.com/category/newsletters/pdf>

WSIAT TRIBUNAL DECISION 495/15

A recent Tribunal decision is instructive on the merits of clearly documenting employee and labour relations matters and how this same information is used in challenging WSIB benefits.

The case involves a casual custodian who worked for a school board for approximately one year when she sustained a back injury. She went off work, received treatment and Loss of Earnings (LOE) benefits. When she returned to regular duties, she was placed back on the on-call casual list and was subject to the same call out procedures as all other casual custodians. The worker then decided to find work elsewhere, and by doing so, turned down repeated call out requests made by the school board. In effect, she allowed the employment relationship to deteriorate causing the school board to remove her from the call list. Meanwhile, the worker sought

and was successful in obtaining new employment elsewhere.

The worker subsequently claimed a recurrence of back pain and was successful in obtaining long-term partial LOE benefits on the basis she was only able to work part-time hours at reduced wages. Dissatisfied with receiving only partial LOE benefits, the worker objected seeking full LOE. The employer also objected on the basis no benefits should have been paid at all.

The Tribunal sided with the employer and rescinded all LOE benefits going back more than 13 years.

The decision to rescind benefits rested on two critical factors: the worker essentially walked away from her job as a casual caretaker, and notably, she showed herself to be employable after she left the school board. What made this decision possible was the fact the school board documented all efforts to communicate with the worker, including the number of call outs made to the worker in addition to sending the worker multiple letters inquiring on her employment status with the school board. Ultimately, the employment relationship was frustrated. The key term used in the decision was "contemporaneous", defined as occurring or existing at the same time. The school board was diligent in documenting its efforts at the time the worker was withdrawing from the school board. In the context of a WSIB/WSIAT appeal, contemporaneous information is considered high value when compared to recollections as they are considered more accurate and therefore more reliable.

For school boards, the lessons are simple: document all activities and be diligent in maintaining contact with all staff, including casual employees especially those that appear to be moving on to other employment causing you to have no opportunities to monitor their medical progress or their vocational activities.

HEAD INJURY PREVENTION

Head injuries are one of the most serious types of injuries that can occur at work. Injuries to your head can cause short and long-term disability, ongoing health problems such as memory issues, cognitive and physical issues. Head injuries can be caused by, among other things, falling or flying objects, falling, slipping, or tripping, electrical shock, or by bumping your head against a fixed object.

The result of a head injury can range from cuts, bruises, and bumps that are visible, to a headache, concussion, cracked skull, or internal bleeding in the brain. Other complications from a head injury include:

- Sensitivity to light and sound
- Dizziness, headaches
- Difficulty concentrating, sleep disturbance and varying degrees of consciousness
- Depression
- Problems understanding and difficulty communicating with others
- Seizures
- Buildup of fluid on the brain
- Issues with problem-solving
- Changes in behaviour, and difficulty with social interaction

Some ways to protect yourself from head injuries include:

- Be aware of and avoid slip, trip, and fall hazards such as: slippery sidewalks, unsafe stairways and obstructions in walkways.
- Wear head protection whenever you work in areas where objects might fall from above, areas where there could be head contact with electrical hazards, and areas where you might bump your head against fixed objects.

Reference Material:

Safety Insider on behalf of; OHS Insider

MEDICAL MARIJUANA IN THE WORKPLACE

Since April 1, 2014, Canadians no longer require a Health Canada

licence to obtain medical marijuana but only a physician's prescription. Medical marijuana has been used for conditions including Multiple Sclerosis, cancer, HIV, chronic pain, migraines and fibromyalgia.

Section 5.1 of the Human Rights Code mandates that an individual has the right to equal treatment with respect to their employment without discrimination on the grounds of "disability." The code imposes a duty on employers to accommodate employees with disabilities to the point of "undue hardship." The factors used to determine the feasibility of the duty to accommodate are:

- Cost of accommodation
- Outside funding to help subsidize costs of accommodation
- Health and safety concerns which the accommodation may impose

Based on the criteria above, health and safety concerns need to be reviewed and assessed when accommodating an employee who requires medical marijuana. Because medical marijuana is now considered a prescribed medication, it should be reviewed similarly to other medications such as opioids. Since medical marijuana and other opioids can impact job performance, safety in the workplace is very important.

How far does the duty to accommodate employees using medical marijuana extend? A prescription for medical marijuana does **not** entitle an employee to:

- Be impaired at work
- Compromise his or her safety or the safety of others at work
- Smoke in the workplace. Smoke-free laws apply to smoking marijuana in the same way they do to regular cigarettes
- Unexcused absences or late arrivals

Employees are expected to advise their employers if they are taking medical marijuana, if the medication can affect their ability to work safely. Similarly, employers are required to attempt to find suitable workplace accommodations for disabled employees who have a prescription

for medical marijuana use, just as they would be required for any other disabled employee who is taking a medically prescribed drug.

Organizations should have written policies requiring employees to disclose the use of any substances prescribed or otherwise which may impair the employee's ability to perform work safely. Policies should include language such as "impairment" and "under the influence" and ensure the language is clear for employees to understand. The policy should clearly define what it means to be fit for duty and make employees feel there will not be any negative repercussions on their employment for self-disclosing an impairment. Although it is the employee's responsibility to disclose whether they require accommodation, it is also the employer's responsibility to address any concerns identified in the workplace and take the necessary steps when an accommodation need is identified.

In order to assist with accommodation requests, employers can request confirmation of the following from the employee's physician:

- Employee requires the use of medical marijuana
- Expected period of use (frequency and expected duration length of use)
- Frequency of usage (i.e. morning, evening etc.)
- Method of usage (i.e. smoking, vapor, ingestion)
- Daily dosage (anything over 5g per day is a concern)
- Clarification on potential impact on fulfillment of job duties

If it is felt that additional details and clarification are required, or there is a concern regarding the employee's use of medical marijuana, an Independent Medical Evaluation (IME) can be requested. The IME can confirm if the medication is appropriate and if the employee is fit for work.

Once it is deemed that an accommodation is required, discussions should be held about how to implement the accommodation. In

some instances, the accommodation may be as simple as a change in shift schedule or it may be more complicated, requiring discussions about how the marijuana will be stored in the workplace and number of breaks required to allow the employee time to take the medication. If it is determined that the employee must smoke the marijuana versus ingestion or vapor, the employee must be held to the same law in place for other smokers and as such, he/she may be asked to not smoke on the employer's property.

Accommodations need to be a compromise between employee and employer. In the case of a New Brunswick RCMP officer who held a licence to consume medical marijuana for post-traumatic stress, the RCMP took the position that he could smoke the marijuana but not in public while wearing his uniform. In this case, the RCMP stated, "Any member on a mind-altering drug such as marijuana, OxyContin or Dilaudid is not permitted to perform operational duties, including carrying a firearm or operating a police vehicle as this could pose a risk to themselves, a co-worker or the public." In this case, the RCMP was willing to accommodate the employee, recognizing that he might need to smoke on the job.

In the case of *M obo another v. V Gymnastics Club*, 2016 BCHRT 169, a gymnastics coach claimed that her employer had discriminated against her on the basis of physical and mental disability by suspending her employment when she disclosed she used medical marijuana to manage the symptoms of her gastric condition. The employer stated it was entitled to demand their employees abstain from consuming marijuana both in the workplace and out since the position of gymnastics coach is considered as being safety-sensitive. The British Columbia Human Rights Tribunal declined to dismiss the complaint on a preliminary basis concluding a full hearing was required to determine if the role of gymnastics coach was indeed a safety-sensitive position and whether the complainant had been accommodated to the point of undue

hardship. A full hearing on this case has not yet been held.

Finally, although marijuana is now being prescribed by physicians, it is still not covered under most group health plans. This is because marijuana does not have a Drug Identification Code (DIN). However, insurers have worked closely with some organizations to cover the product either on a regular basis or on an exception basis. In such cases, a pseudo DIN is created and a cap is implemented on the amount covered for this drug. When making exceptions, it is important to remember that this sets precedence. If considering adding medical marijuana to your drug plan, it is important to consider questions such as:

- Will there be a cap?
- Where can the drug be purchased?
- Is an itemized receipt required?

Finally, once an accommodation is implemented, as with any accommodation plan, there should be regular check points for updated medical to ensure the accommodation is still required or if further changes need to be made to the plan.

DATES OF BOARD OF DIRECTORS MEETINGS

February 2, 2018
March 2, 2018
April 13, 2018 (Annual General Meeting)
May 1, 2018

SBCI BOARD OF DIRECTORS

Ronald Bender
Karen Cantin
Judi Goldsworthy
Jamie Gunn (Chair)
Janice McCoy
Deirdre Pyke
Roger Richard
Grace Rogers
James Rowe
Mary Lynn Schauer (Vice-Chair)

STAFF

Brian Brown, Chief Executive Officer
Lynn Porplycia, Chief Operating Officer
Raazia Haji, Manager, Actuarial Department
Joe Huang, Senior Actuarial Analyst
Emma Dong, Actuarial Analyst
Justin Lee, Actuarial Analyst
Gary Stoller, Actuarial Consultant
Christopher James, Senior Claims Manager & Lawyer
Figen Dalton, Claims Manager
Mary Luck, Claims Manager
Kelly Melanson, Claims Manager
Robert Orrico, Claims Manager
Susan Postill, Claims Manager & Lawyer
France Germain, Health & Safety Consultant
Michelle Montgomery, Senior Health & Safety Specialist
Zenobia Siddiqui, Senior Health & Safety Specialist
Kathleen Gratton, Director, Attendance Support Services
Ermelinda Faria, Attendance Support Consultant
Anna Sequeira, Attendance Support Consultant
Stephanie Barton, Attendance Support Consultant
Shoba Ungurian, Attendance Support Consultant
Zahra Haji, Manager of Finance
Karen Bertrand, Accounting Clerk
Erin McLennan, Manager, HR and Administration
Lily Li, Executive Assistant
Mika Dowson, Executive Assistant
Melissa Hewit, Manager, Data Management
Sylvie David, Bilingual Data Management Assistant
Micheline Desjardins, Bilingual Data Entry Clerk
Audrey O'Connor, Data Entry Clerk
Lindsay Tonelli, Bilingual Data Management Assistant
Rana Khalaf, IT Manager
Anwar Khalil, Programmer/Analyst
Gavin King, Programmer/Analyst
Allison Pinto, Business Systems Analyst