

# AURORA ADVOCACY

Assisting workers with WCB and STD/LTD issues  
Appeals and claims management

18932 – 78 Avenue  
EDMONTON, Alberta T5T 5H7

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July 5, 2016

WCB Review, Alberta Labour  
c/o Service Alberta Mailroom  
11th Floor Commerce Place  
10155-102 Street  
Edmonton, AB T5J 4L4

118/2016

Greetings!

Re: Items for consideration by the Review Panel

1. TTD adjustments for unionized and minimum wage workers

In the WCB legislation/policies, when you are an apprentice the TTD rate reflects changes in the apprenticeship rate paid and the TTD rate is amended. Why is this not done when the minimum wage goes up in our province and/or when a negotiated rate increase in an employer/Union agreed collective agreement occurs?

The amount of TTD paid in these two instances (both arising from legally directed and/or agreed to processes) actually then discriminates against the injured worker because, like the apprentice, these were scheduled increments in their rate of pay.

2. WCB Regulation

There are three items for consideration and these are:

Teachers should be covered.

Why? Because substitute teachers have no benefit coverage in their collective agreements or through the ATA. Having dealt with a substitute teacher that suffered a horrendous accident of falling down a flight of stairs in a high school, all this individual had was no coverage. Did not have the 20 weeks for EI disability and neither the three years of continuous employment to get CPP disability. Again, all teachers (not just shop and home economics) should be covered.

Schedule A.

A worker, is a worker, is a worker no matter the industry. Consideration should be given as to the definition of a worker (employee) that mandates employers to cover them. All of these exempt industries is ludicrous. The definition needs to be crisp and clear. Will another challenge like the one in

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the 90's by the Edmonton Journal occur? Of course but that one happened with all those listed exemptions in place and they were looking for another one. Workers should not be discriminated against for coverage because of the industry they are employed in.

There is already proprietor coverage for single individuals running a business or holding a contract (ie for cleaning services) or for volunteers and these individuals should continue to be eligible for coverage. I leave it to the Review Board whether they should be required to have coverage.

Schedule B – Occupational Diseases.

For review, enclosed is a list of occupational diseases (2010) accepted by the International Labour Organization. Besides the listing of specific diseases, this publication has outlined in it a criteria for incorporating diseases into the list. Since occupational diseases are constantly morphing as the workplace changes, Schedule B needs to have a way of having newly identified occupational diseases covered by the WCB and perhaps an incorporation process in Schedule B may be a remedial process.

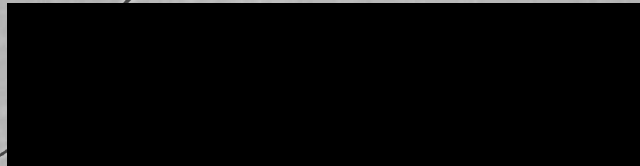
### 3. Appeals Commission

Just an observation when looking at the Hearing Chairs at the AC. If this process is suppose to be worker friendly, then why are the Hearing Chairs (vast majority) lawyers? They wouldn't know what it is like to work outside in hot or cold weather, do very heavy work and hurt their back, hammer until you have torn your rotator cuff and have carpal tunnel or get detached retinas because of welding for years. Their idea of working conditions is in a university classroom or sitting in an office. Where has blue collar gone from the AC? Even with the Commission members, where are the grassroots workers that built and continue to build this province?

This may be outside of the scope of the Review Committee however there are still many Albertans who get injured at construction, industrial, manufacturing, manual labour jobs and the AC's make-up should reflect this.

Thank you for your consideration.

Yours truly,



Grace Dykau

Enc.