

Index

ACCIDENT

See also ENTITLEMENT TO COMPENSATION

Board's five-point check system, **2:33**

Defined, **2:3**

Occupational disease, **2:4**

cancer in firefighters, **2:13**

COVID-19, **2:12**

developing information, **2:11**

Occupational disease adjudication, **2:5**

adjudicative channels, **2:9**

causation, **2:8**

future consultations, **2:10**

legal principles, **2:6**

role of evidence, **2:7**

ACCIDENT COST TRANSFERS

Generally, **14:1**

Appeal hearing, **14:4**

Importance of premium impact and other intangible factors, **14:6**

Initial investigation by WSIB transfer of costs adjuster, **14:3**

Significance of Ministry of Labour orders and OHS charges, **14:5**

WSIB cost transfer policy, **14:2**

ACCIDENT REPORTING

Delay in reporting accident — s. 22

generally, **2:49**

material change in circumstances, **2:51**

Tribunal Decisions, **2:50**

Statutory requirements

generally, **4:2**

employer, **4:5**

additional requirements, **4:8**

Employer's Report of Injury/Disease (Form 7), **App. B:3**

Form 7, filing, **4:7**

s. 21 triggered, **4:6**

health care practitioners, **4:4**

worker, **4:3**

Worker's Report of Injury/Disease (Form 6), **App. B:10**

ACCOMMODATION

Generally, **6:43**

Scope of possible accommodation, **6:44**

Undue hardship

generally, **6:45**

financial costs, **6:46**

health and safety risks, **6:47**

ADJUDICATION AND ENTITLEMENT TO COMPENSATION

Generally, **5:1**

Categories of compensation

generally, **5:7**

health care benefits, **5:8**

generally, **5:9**

cannabis for medical purposes, **5:10**

examinations, **5:13**

independent living, **5:14**

prosthetic and assistive devices, **5:15**

reports, **5:11**

treatment fees, **5:12**

loss of earning benefits (LOE), **5:16**

earnings basis, **5:18 to 5:20**

entitlement to LOE benefits, **5:21**

final LOE benefit review, **5:24**

LOE benefits and retraining, **5:22**

net average earnings, **5:17**

reduction or cancellation of LOE benefits, **5:23**

loss of retirement income (LRI), **5:25**

death before age 65, **5:28**

entitlement to LRI benefits, **5:26**

payment options, **5:27**

special circumstances, **5:29**

re-employment payments, **5:30**

Fatalities

generally, **5:42**

medical assistance in dying, **5:44**

survivor benefits, **5:43**

Historical claims (pre-January 1, 1998)

generally, **5:45**

future economic loss awards (pre-January 1, 1998 claims)

generally, **5:55**

blending awards with non-WSIB benefits, **5:66**

calculating likely future earnings, **5:60 to 5:65**

calculating net average earnings before injury, **5:58, 5:59**

commutation of awards, **5:68**

objections to determinations, **5:71, 5:72**

review of awards, **5:67**

supplementary benefits, **5:69, 5:70**

time frame for determinations, **5:56, 5:57**

loss of retirement income (pre-January 1, 1998 claims)

generally, **5:73**

death before age 65, **5:76**

entitlement to benefits, **5:74**

payment options, **5:75**

special circumstances, **5:77**

ADJUDICATION AND ENTITLEMENT TO COMPENSATION—Cont'd

- Historical claims (pre-January 1, 1998)—Cont'd
 - permanent disability benefits (pre-January 1, 1998 claims), **5:53**
 - rehabilitation payments (pre-January 1, 1998 claims), **5:54**
 - temporary disability benefits (pre-January 1, 1998 claims)
 - temporary partial disability
 - generally, **5:47**
 - effect on benefits, **5:52**
 - failure to co-operate, **5:50**
 - refusal to accept suitable available employment, **5:51**
 - worker does not return to employment, **5:49**
 - worker returns to employment, **5:48**
 - temporary total disability, **5:46**
- Initial entitlement
 - claims processing and adjudicating
 - generally, **5:2**
 - central registration and document management, **5:3**
 - e-adjudication, **5:4**
 - primary adjudication, **5:5**
 - denial, **5:6**
- Overpayments and payment of interest
 - generally, **5:78**
 - recovery of overpayments, **5:79**
- Permanent impairments — non-economic loss (NEL)
 - awards
 - generally, **5:31**
 - calculation, **5:32**
 - effect of pre-existing conditions or impairments, **5:36 to 5:38**
 - medical assessments, **5:35**
 - objections to awards, **5:40**
 - percentage of permanent impairment, **5:33, 5:34**
 - redeterminations, **5:39**
- Retraining, **5:41**

APPEALS SYSTEM

- Generally, **8:1, 8:50**
- Offices of the Worker and Employer Division, **8:17**
- Recommendations to employers, **8:51**
- Steps in appealing board decisions
 - generally, **8:2**
 - forms
 - Confirmation of Appeal for Employers, **App. B:20**
 - Confirmation of Appeal for Workers, **App. B:19**
 - Notice of Appeal for Employers, **App. B:17**
 - Notice of Appeal for Workers, **App. B:16**
 - Readiness Form, **App. B:18**
 - Respondent's Confirmation of Appeal, **App. B:21**
 - step 1 — Operations Division, **8:3**
 - step 2 — Appeals Services Division
 - appeals heard in writing vs oral hearings, **8:5**
 - appeals readiness form and respondent form, **8:4**
 - delays for obtaining representation, **8:7**
 - downside risk, **8:8**

APPEALS SYSTEM—Cont'd

- Steps in appealing board decisions—Cont'd
 - step 2 — Appeals Services Division—Cont'd
 - special alternative dispute resolution projects, **8:6**
 - witnesses and evidence, **8:9**
 - step 3 — Workplace Safety and Insurance Appeals Tribunal
 - generally, **8:10**
 - reconsideration by tribunal, **8:11**
 - Request for Reconsideration/Clarification, **App. B:22**
 - step 4 — further options
 - generally, **8:12**
 - effect of successful review, **8:13**
 - jurisdiction of tribunal
 - application of Charter, **8:15**
 - application of Human Rights Code, **8:16**
 - binding effect of board policy, **8:14**
- Time limits on appeals, **8:49**
- Typical workers' compensation case, process
 - step 1 — Operations Board at board, **8:42**
 - step 2 — Appeals Services Division of board, **8:43**
 - step 3 — Workplace Safety and Insurance Appeals Tribunal, **8:44**
 - step 4 — 3 options
 - application to reconsider, **8:46**
 - Divisional Court, **8:45**
 - human rights complaint, **8:48**
 - ombudsman, **8:47**
- Workplace Safety and Insurance Appeals Tribunal
 - generally, **8:18**
 - access to information, **8:24**
 - access to medical information
 - generally, **8:34**
 - access to board's claim file by employer, **8:36**
 - access to board's claim file by worker, **8:35**
 - board access to medical information, **8:38**
 - board-directed health examination under s. 35, **8:40**
 - employer-requested medical exams, **8:37**
 - section 36 and the Charter, **8:39**
 - adjudication process
 - generally, **8:20**
 - basic principles, **8:21**
 - operational features, **8:22**
 - statement of mission, goals and commitments, **8:23**
 - hearing procedure
 - generally, **8:28**
 - case management, **8:32**
 - fast track appeals, **8:33**
 - scheduling of hearings, **8:29**
 - three-week rule, **8:30**
 - transcripts, **8:31**
 - merits and justice in decision-making, **8:41**
 - non-adversarial process, **8:25, 8:26**
 - tribunal counsel, role of, **8:27**
 - tripartite structure, **8:19**

ASSESSMENTS

- Industry assessments
 - general principles, **9:3**

ASSESSMENTS—Cont'd

- Industry assessments—Cont'd
 - supplementary assessments, **9:9**
- Medical assessments, permanent impairment, non-economic loss award, **5:35**
- Physiotherapy Assessment Report, **App. B:14**
- Program of Care for Acute Low Back Injuries Initial Assessment Report, **App. B:15**
- Special assessments and penalty charges, **11:2 to 11:6**

CHARTER OF RIGHTS AND FREEDOMS

- Jurisdiction of Workplace Safety Insurance Appeals Tribunal to apply, **8:15**
- Section 36 of Workplace Safety and Insurance Act, and, **8:39**

COMPENSATION

- See ADJUDICATION AND ENTITLEMENT TO COMPENSATION and ENTITLEMENT TO COMPENSATION

CONFIDENTIALITY OF WORKER'S INFORMATION

- Generally, **4:25, 4:34**
- Consent, **4:26**
- Disclosure to government agencies, **4:32**
- Disclosure to health care providers and work transition service providers, **4:33**
- Disclosure to representatives, **4:31**
- Issue in dispute, when, **4:29**
- No consent required, **4:27**
- No issue in dispute, **4:30**
- Partial disclosure, **4:28**

CONSTRUCTION INDUSTRY

- Compulsory insurance, **10:12**
- Council Amendment to Draft No. 7 (CAD-7), **9:13**
- Employer classification for premium rates, **9:20**
- Injury reporting requirements under OHSA, **3:14**
- Re-employment obligations
 - generally, **6:70**
 - obligation to provide suitable work, **6:71**
 - O. Reg. 35/08 — Return to Work and Re-Employment — Construction Industry, **App. A4**
 - practical impact of new obligations for employers, **6:73**
 - re-employment penalties, **6:72**
 - work reintegration, **7:14**

COVID-19

- Generally, **2:12**

EARLY AND SAFE RETURN TO WORK OBLIGATIONS

- See RE-EMPLOYMENT OBLIGATIONS

EMPLOYER

- Generally, **1:36**
- Application for Schedule 1 coverage, **1:13**
- Covered by application, **1:12**
- Defined, **1:9**
- Employer by Application Form, **App. B:1**
- Federally regulated employers, **1:11**
- Schedule 1 and 2 employers, **1:10**

ENTITLEMENT TO COMPENSATION

- Generally, **2:1, 2:6**
- Accident
 - board's five-point check system, **2:33**
 - defined, **2:3**
 - occupational disease, **2:4**
 - cancer in firefighters, **2:13**
 - COVID-19, **2:12**
 - developing information, **2:11**
 - occupational disease adjudication, **2:5**
 - adjudicative channels, **2:9**
 - causation, **2:8**
 - future consultations, **2:10**
 - legal principles, **2:6**
 - role of evidence, **2:7**
- Benefit of the doubt — s. 119(2), **2:48**
- Delay in reporting accident — s. 22
 - generally, **2:49**
 - material change in circumstances, **2:51**
 - Tribunal Decisions, **2:50**
- Entitlement following work disruptions
 - permanent work disruptions
 - generally, **2:56**
 - short-term layoff defined, **2:57**
 - treatment of workers not receiving benefits during short-term layoff, **2:59**
 - treatment of workers receiving benefits during short-term layoff, **2:58**
 - strikes and lockouts, **2:60**
 - temporary work disruptions
 - generally, **2:52**
 - recall dates outside 3-month window, **2:53**
 - short-term layoffs — entire workforce, **2:54**
 - short-term layoffs — partial workforce, **2:55**
- Entitlement to compensation, s. 13
 - generally, **2:14**
 - aggravation basis, **2:30**
 - arising out of and in the course of employment, **2:16**
 - arising out of employment, **2:28, 2:29**
 - conflicting interpretations, **2:15**
 - in the course of employment, **2:17**
 - any connection to employment, **2:26**
 - during working hours, **2:24**
 - employer liable although no control, **2:27**
 - objective related to employment, **2:25**
 - on employer's premises, **2:18 to 2:23**
- Mandatory retirement, Human Rights Code ban, **2:61**
- Occupational stress — ss. 13(4), 13(5)
 - generally, **2:37**
 - policy for PTSD in first responders, **2:42**
 - Part 1 — first responders in paragraphs 1-12, **2:43**
 - Part 2 — first responders in paragraphs 13-18, **2:44**
 - Part 3 — all first responders, **2:45**
- Workplace Safety and Insurance Act
 - 1997, under, **2:38**
 - chronic mental stress, **2:40**
 - transition and coming into force, **2:41**
 - traumatic mental stress, **2:39**

ENTITLEMENT TO COMPENSATION—Cont'd

- Presumption clause — s. 13(2)
 - generally, **2:34**
 - chronic pain disability, policy, **2:47**
 - interpretations, **2:35, 2:36**
 - Tribunal Decision No. 42/89, **2:36**
 - Tribunal Decision No. 72, **2:34**
- Protection and waiver of benefits, **2:2**
- Serious and wilful misconduct
 - generally, **2:31**
 - fighting, horseplay and larking, **2:32**

FAIR PRACTICES COMMISSION (FPC)

- Generally, **1:35**
- Fair Practices Commission Complaint Guide and Form, **App. B:24**

FIRST AID STATIONS AND SERVICES

- Generally, **3:9**
- O. Reg. 1101 — First Aid Requirements, **App. A3**

FIRST RESPONDERS

- See OCCUPATIONAL STRESS — SUBSECTIONS 13(4), 13(5)

FORM 6

- Worker's Report of Injury/Disease (Form 6), **App. B:10**

FORM 7

- Contents
 - generally, **4:15**
 - after form is filed with board, **4:17**
 - pre-existing conditions or disabilities, **4:16**
- Employer's Report of Injury/Disease (Form 7), **App. B:3**
- Filing, **4:7**

FORMS AND EXHIBITS

- Confirmation of Appeal for Employers, **App. B:20**
- Confirmation of Appeal for Workers, **App. B:19**
- Dental Report, **App. B:13**
- Determining Worker/Independent Operator Status, **App. B:9**
- Direction of Authorization — Claims, **App. B:8**
- Employer by Application, **App. B:1**
- Employer's Continuity Report, **App. B:6**
- Employer's Report of Injury/Disease (Form 7), **App. B:3**
- Employer's Subsequent Statement, **App. B:5**
- Fair Practices Commission Complaint Guide and Form, **App. B:24**
- Functional Abilities Form for Planning Early and Safe Return to Work, **App. B:12**
- Notice of Appeal for Employers, **App. B:17**
- Notice of Appeal for Workers, **App. B:16**
- Optional Insurance Consent Form under Schedule 2, **App. B:4**
- Physiotherapy Assessment Report, **App. B:14**
- Post-1998 — Re-open Claim Earnings, **App. B:7**
- Program of Care for Acute Low Back Injuries Initial Assessment Report, **App. B:15**
- Readiness Form, **App. B:18**
- Reconciliation Form, **App. B:2**
- Reconsideration/Clarification Response, **App. B:23**

FORMS AND EXHIBITS—Cont'd

- Request for Reconsideration/Clarification, **App. B:22**
- Respondent's Confirmation of Appeal, **App. B:21**
- Treatment Memorandum, **App. B:11**
- Worker's Report of Injury/Disease (Form 6), **App. B:10**

GRIEVANCE ARBITRATIONS

- See RIGHT TO SUE EMPLOYER — SECTION 31 CASES

HUMAN RIGHTS CODE

- Decision of court not subject to human rights complaint, **8:48**
- Jurisdiction of Workplace Safety and Insurance Appeals tribunal to apply, **8:16**
- Mandatory retirement ban, **2:61**
- Pre-existing conditions, and, **12:8, 12:9**
- Right to sue, and
 - generally, **13:16, 13:21**
 - dismissal under s. 34(11) of Human Rights Code, **13:17**
 - dismissal under s. 45.1 of Human Rights Code, **13:18**

INDUSTRY ASSESSMENTS, FINANCING

- Generally, **9:1**
- Assessment system, general principles, **9:3**
- Employer classification
 - generally, **9:10**
 - appeal
 - generally, **9:34**
 - classifications under NAICS, **9:35**
 - determining whether employer is appropriately classified, **9:36**
 - how to appeal, **9:38**
 - when is appeal worthwhile, **9:37**
- current system — rate framework
 - generally, **9:16**
 - classification structure
 - ancillary activities, **9:18**
 - associated employers, **9:19**
 - classes and subclasses, **9:17**
 - classification in construction industry, **9:20**
 - determining employer level premium rates
 - generally, **9:25**
 - additional mechanisms for employer accountability, **9:30**
 - assignment of risk band and premium rates, **9:27**
 - determining employer's actuarial predictability, **9:26**
 - impact of changes to employer's classification, **9:28**
 - premium rates while transitioning into rate framework, **9:29**
 - non-profit organizations, under rate framework, **9:33**
 - single or multiple premium rates
 - generally, **9:21**
 - multiple premium rates, **9:24**
 - segregated vs aggregated payrolls, **9:22**
 - single premium rates, **9:23**
 - temporary employment agencies
 - generally, **9:31**

INDUSTRY ASSESSMENTS, FINANCING—Cont'd

- Employer classification—Cont'd
 - current system — rate framework—Cont'd
 - temporary employment agencies—Cont'd
 - transition to rate framework, **9:32**
 - pre-2020 classification and premium rate setting
 - experience rating programs
 - generally, **9:12**
 - construction industry plan CAD-7, **9:13**
 - merit adjusted premium (MAP) program, **9:15**
 - New Experimental Experience Rating Program (NEER), **9:14**
 - rate group classifications, **9:11**
 - Premiums
 - board funding requirements, **9:5**
 - defined, **9:4**
 - retroactive premium adjustments for SIEF relief, **12:10**
 - varying
 - generally, **9:6**
 - costs of traumatic fatalities, **9:8**
 - Health and Safety Excellence Program, **9:7**
 - Supplementary assessments, **9:9**
 - Who pays expenses, **9:2**

INJURIES, PREVENTING

- Generally, **3:1, 3:2, 3:16**
- Health and safety policy and program, development, **3:3**
- Inspections and audits, **3:4**
- Workplace safety organizations and programs, **3:5**
 - health and safety excellence program, **3:7**
 - safe workplace associations, **3:6**
 - supporting Ontario's safe employers, **3:8**

INJURIES, REPORTING REQUIREMENTS UNDER OHSA

- Generally, **3:10, 3:16**
- Disabling injuries or occupational illness, **3:12**
- Fatalities or critical injuries, **3:13**
- Incidents at mines and construction projects, **3:14**
- Minor injuries, **3:11**
- Non-interference with accident scene, **3:15**

MAKING AND ELECTION UNDER SECTION 30

- Generally, **3:13**
- Age limitation, **3:13**
- Civil action against third party, **3:13**
- Mentally incapable, **3:13**
- Privacy concerns, **3:13**
- Receiving benefits, **3:13**
- Re-Election, **3:13**
- Subrogation, **3:13**
- Time limitation, **3:13**
- Top up benefits and Board approval, **3:13**
- Top up calculations, **3:13**

MANAGING WORKERS' COMPENSATION FILE

- Generally, **4:1, 4:34**
- Accident reporting, statutory requirements
 - generally, **4:2**

MANAGING WORKERS' COMPENSATION FILE—Cont'd

- Accident reporting, statutory requirements—Cont'd
 - employer, **4:5**
 - additional requirements, **4:8**
 - Employer's Report of Injury/Disease (Form 7), **App. B:3**
 - Form 7, filing, **4:7**
 - s. 21 triggered, **4:6**
 - health care practitioners, **4:4**
 - worker, **4:3**
 - Worker's Report of Injury/Disease (Form 6), **App. B:10**
- Claims management
 - generally, **4:18**
 - chronology, **4:21**
 - duty to accommodate, **4:22**
 - following worker's progress, **4:20**
 - key information, **4:19**
 - medical information, **4:24**
 - modified work under Workplace Safety and Insurance Act, **4:23**
- Confidentiality and access to worker information
 - generally, **4:25, 4:34**
 - consent, **4:26**
 - disclosure to government agencies, **4:32**
 - disclosure to health care providers and work transition service providers, **4:33**
 - disclosure to representatives, **4:31**
 - issue in dispute, when, **4:29**
 - no consent required, **4:27**
 - no issue in dispute, **4:30**
 - partial disclosure, **4:28**
 - Employer's inquiry
 - generally, **4:13**
 - information gathered, **4:14**
 - Form 7, contents
 - generally, **4:15**
 - after form is filed with board, **4:17**
 - pre-existing conditions or disabilities, **4:16**
 - Internal reporting system for employer
 - consistent procedure, **4:9**
 - employee reports, contents, **4:11**
 - informed employees, **4:10**
 - medical attention, **4:12**
- MANAGING WORKPLACE SAFETY AND INSURANCE BOARD ACCOUNTS**
 - Generally, **10:1**
 - "By application" employers and industries, **10:4**
 - Changes in status or ownership of business
 - accident history transfer, **10:27**
 - closures, **10:22**
 - material change in circumstances, **10:28**
 - name change, **10:26**
 - successor employer
 - generally, **10:23**
 - mergers and amalgamation, **10:25**
 - sale of shares, **10:24**

MANAGING WORKPLACE SAFETY AND INSURANCE BOARD ACCOUNTS—Cont'd

- Employer audit, **10:29**
- Optional insurance
 - generally, **10:6**
 - application
 - generally, **10:30**
 - amount of coverage, **10:34**
 - conditions of, **10:31**
 - requirements for, **10:32**
 - approved amount of insurance, **10:9**
 - cancellation, **10:11**
 - compulsory insurance in construction, **10:12**
 - effective date of coverage, **10:8, 10:33**
 - how to apply, **10:7**
 - Optional Insurance Consent Form under Schedule 2, **App. B:4**
 - reinstating coverage, **10:37**
 - short-term coverage, **10:10, 10:35**
 - termination, **10:36**
- Premium reporting
 - generally, **10:13**
 - insurable earnings, **10:14**
 - multiple classifications, **10:15**
- Premiums
 - minimum assessments, **10:18**
 - payment of premiums, **10:19**
 - premium adjustments, **10:21**
 - statement of account, **10:17, 10:20**
- Record keeping requirements, **10:16**
- Registration of employer with board, **10:1, 10:2**
- Separate accounts for different ownerships, **10:3**
- Transfer between schedules, **10:5**

MEDICAL INFORMATION

- Access to medical information
 - generally, **8:34**
 - access to board's claim file by employer, **8:36**
 - access to board's claim file by worker, **8:35**
 - board access to medical information, **8:38**
 - board-directed health examination under s. 35, **8:40**
 - employer-requested medical exams, **8:37**
 - section 36 and the Charter, **8:39**
- Claims management, **4:24**
- Procedures for access to medical information, **8:34**

MERIT ADJUSTED PREMIUM (MAP) PROGRAM

- Generally, **9:15**

NEW EXPERIMENTAL EXPERIENCE RATING PROGRAM (NEER)

- Generally, **9:14**

NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS)

- Generally, **9:16 to 9:18, 9:21 to 9:24, 9:29, 9:30, 9:35 to 9:39**

OCCUPATIONAL DISEASE

- Generally, **2:4**
- Cancer in firefighters, **2:13**

OCCUPATIONAL DISEASE—Cont'd

- COVID-19, **2:12**
- Developing information, **2:11**
- Occupational disease adjudication, **2:5**
 - adjudicative channels, **2:9**
 - causation, **2:8**
 - future consultations, **2:10**
 - legal principles, **2:6**
 - role of evidence, **2:7**

OCCUPATIONAL STRESS — SUBSECTIONS 13(4), 13(5)

- Generally, **2:37**
- Policy for PTSD in first responders, **2:42**
 - Part 1 — first responders in paragraphs 1-12, **2:43**
 - Part 2 — first responders in paragraphs 13-18, **2:44**
 - Part 3 — all first responders, **2:45**
- Workplace Safety and Insurance Act
 - 1997, under, **2:38**
 - chronic mental stress, **2:40**
 - transition and coming into force, **2:41**
 - traumatic mental stress, **2:39**

OFFICERS AND DIRECTORS

- Liability, **11:8**
- Prosecution, cases, **11:10**

OPERATIONAL POLICY MANUAL DOCUMENTS

- Generally, **App. C**

OPTIONAL INSURANCE

- See **MANAGING WORKPLACE SAFETY AND INSURANCE BOARD ACCOUNTS**

PENALTY CHARGES AND SPECIAL ASSESSMENTS

- Generally, **11:1, 11:2**
- Assessment of cost of injuries sustained during default, **11:4**
- Late filing of employer's accident report, **11:5**
- Liability of officers and directors, **11:8**
- Non-filing and late filing of payroll statements and failure to register, **11:3**
- Offences under Act, **11:7**
- Prosecution of offences
 - generally, **11:9**
 - employers and officers/directors, **11:10**
 - workers, **11:11**
- Section 82 assessments, **11:6**
- WSIB/CRA Joint Registration Initiative, **11:13**
- Zero tolerance fraud prevention strategy, **11:12**

PERMANENT IMPAIRMENTS, NON-ECONOMIC LOSS (NEL) AWARDS,

- Generally, **5:31**
- Calculation, **5:32**
- Effect of pre-existing conditions or impairments, **5:36 to 5:38**
- Medical assessments, **5:35**
- Objections to awards, **5:40**
- Percentage of permanent impairment, **5:33, 5:34**
- Redeterminations, **5:39**

PREMIUMS

See **INDUSTRY ASSESSMENTS, FINANCING and MANAGING WORKPLACE SAFETY AND INSURANCE BOARD ACCOUNTS**

RATE FRAMEWORK

See **INDUSTRY ASSESSMENTS, FINANCING**

RE-EMPLOYMENT OBLIGATIONS

Generally, **6:1**

Accommodation

generally, **6:43**

scope of possible accommodation, **6:44**

undue hardship

generally, **6:45**

financial costs, **6:46**

health and safety risks, **6:47**

Application of obligations

duration of obligations, **6:12**

employers

generally, **6:2**

calculating number of workers, **6:3**

definition, **6:4 to 6:6**

workers

generally, **6:7**

continuous employment, **6:10**

disabling injury, **6:9**

fixed-term contracts, **6:11**

historical accidents, **6:8**

Breach, consequences of

generally, **6:62**

penalties

generally, **6:63**

calculation of maximum penalty, **6:64**

reduction or waiver of penalty, **6:65**

re-employment payments

generally, **6:66**

calculating amount, **6:67**

failure to be available for suitable employment, **6:68**

Collective agreements

conflict between agreement and Act, **6:48**

seniority rights, **6:49**

restricted ability to reinstate, **6:50**

Construction industry

generally, **6:70**

obligation to provide suitable work, **6:71**

O. Reg. 35/08 — Return to Work and Re-Employment
— Construction Industry, **App. A4**

practical impact of new obligations for employers, **6:73**

re-employment penalties, **6:72**

Early and safe return to work obligations

board policy

generally, **6:14**

consequences of non-co-operation, **6:16**

failure to accept offer of suitable work not non-co-operation, **6:17**

relationship between penalties and re-employment penalty, **6:18**

workplace parties' co-operation obligations, **6:15**

RE-EMPLOYMENT OBLIGATIONS—Cont'd

Early and safe return to work obligations—Cont'd

Functional Abilities Form for Planning Early and Safe Return to Work, **App. B:12**

legislative requirements, **6:13**

meeting employer's obligations

generally, **6:19**

practical tips, **6:20**

strategies in cases of chronic pain or traumatic mental stress, **6:21**

Employer's obligation re: pre-injury employment

generally, **6:35**

alternative work

generally, **6:38**

determining comparability, **6:39**

determining comparable earnings, **6:41**

determining comparable nature, **6:40**

offer of re-employment, **6:36**

pre-injury employment, **6:37**

transfer following re-employment, **6:42**

Employer's obligation re: suitable work

generally, **6:22**

criteria for assessing available work, **6:25**

criteria for assessing whether work is productive, **6:24**

criteria for assessing whether work is safe, **6:23**

definition of employer, **6:26**

dispute resolution, **6:27**

first opportunity to accept offer, **6:29**

ongoing obligations, **6:28**

recommendations, **6:30**

Process of re-employment applications, **6:69**

Termination of re-employed workers

generally, **6:51**

determining whether termination occurred

generally, **6:52**

layoffs and general downsizing, **6:55**

progressive discipline, **6:56**

separation packages, **6:54**

voluntary severance, **6:53**

jurisdiction, **6:61**

presumption for termination within 6 months of reinstatement, **6:57**

rebutting presumption, **6:58**

standard of proof, **6:59**

termination after 6 months of re-employment, **6:60**

Worker's medical ability

generally, **6:31**

determining fitness for essential duties, **6:33**

medical fitness to perform suitable work, **6:32**

objecting to level of fitness, **6:34**

REHABILITATION

Generally, **7:1, 7:15**

Medical rehabilitation

authorization and payment for health care services
generally, **7:4**

initial and on-going treatment, **7:5**

other treatment, **7:7**

prescription medication, **7:6**

REHABILITATION—Cont'd

Medical rehabilitation—Cont'd
entitlement to health care, **7:3**

Work reintegration

generally, **7:8**

non-co-operation, **7:12**

re-employment obligations

construction employers, **7:14**

non-construction employers, **7:13**

role of board and workplace parties, **7:10**

stay at work vs off work cases, **7:11**

suitable work, **7:9**

RETURN TO WORK

See RE-EMPLOYMENT OBLIGATIONS

RIGHT TO SUE EMPLOYER — SECTION 31 CASES

Generally, **13:1, 13:21**

Civil actions, and

generally, **13:6, 13:21**

exclusive jurisdiction of tribunal, **13:8**

interpretation of "action," **13:7**

in the course of employment, **13:9**

out-of-province workplace injuries, **13:10**

workplace assault, **13:12**

workplace harassment and constructive dismissal, **13:13**

wrongful dismissal claims, **13:11**

Exceptions

generally, **13:14**

ss. 25 and 95.1, **13:15**

Extinguishing right to sue, **13:2**

Grievance arbitrations, and

generally, **13:19, 13:21**

no jurisdiction, **13:20**

Human rights applications, and

generally, **13:16, 13:21**

dismissal under s. 34(1) of Human Rights Code, **13:17**

dismissal under s. 45.1 of Human Rights Code, **13:18**

Section 31 of Workplace Safety and Insurance Act, 1997,
13:4

Timing of application, **13:5**

SECOND INJURY AND ENHANCEMENT FUND

(SIEF)

Generally, **12:1, 12:11**

Adjudication, **12:4**

Board guidelines

employer request usually necessary, **12:5**

examples of pre-existing conditions, **12:7**

percentage of costs transferred, **12:6**

Board policy, **12:3**

Pre-existing conditions and the Human Rights Code, **12:8,**
12:9

Retroactive premium adjustments for SIEF relief, **12:10**

Statutory authority, **12:2**

SIEF

See SECOND INJURY AND ENHANCEMENT FUND
(SIEF)

WORKER

Generally, **1:2, 1:36**

Contractors and subcontractors, **1:8**

Deemed workers, **1:7**

Defined, **1:2**

Determining Worker/Independent Operator Status, **App. B:9**

Eligibility for benefits, **1:3**

Employers not workers, **1:6**

Independent operators, **1:5**

Workers not covered, **1:4**

WORKPLACE SAFETY AND INSURANCE ACT, 1977

Generally, **App. A1**

O. Reg. 35/08 — Return to Work and Re-Employment —
Construction Industry, **App. A4**

O. Reg. 175/98, **App. A2**

O. Reg. 1101 — First Aid Requirements, **App. A3**

**WORKPLACE SAFETY AND INSURANCE APPEALS
TRIBUNAL (WSIAT)**

See also APPEALS SYSTEM

Generally, **1:29, 1:36**

Jurisdiction, **1:31**

mission statement, **1:33**

tribunal's perspective if, **1:32**

Members and staff, **1:34**

Origins, **1:30**

**WORKPLACE SAFETY AND INSURANCE BOARD
(WSIB)**

Generally, **1:14, 1:36**

Functions of board, **1:17**

mission statement, **1:18**

provincial government control of board, **1:19**

Historical development of board, **1:15**

founding principles, **1:16**

Jurisdiction, **1:20**

insurance fund, **1:24**

penalties and rewards, **1:26**

powers of board, **1:22**

premiums, **1:25**

specific jurisdiction, **1:21**

witnesses and inspections, **1:23**

Management structure, **1:28**

Managing accounts

see MANAGING WORKPLACE SAFETY AND
INSURANCE BOARD ACCOUNTS

Operational Policy Manual Documents, **App. C**

Size of board, **1:27**

WSIB/CRS Joint Registration Initiative, **11:13**

**ZERO TOLERANCE FRAUD PREVENTION
STRATEGY**

Generally, **11:12**