

minutes

IWAC MEETING Q3, 2025			
Sept 12, 2025		9 am- 4 pm	Hilton Saint John
Meeting called by	Jarrod Yeo		
Type of meeting	IWAC meeting		
Note taker	Norma Doucette		
Attendees	Jarrod, Norma, Paula Garant, Leica Gahan, Pam Baker, Kirk Westfield, and Lee Russell		
Agenda Topic 1			
Welcome/ Icebreaker / New Member	Jarrod, Norma and IWAC members		
Discussion	Welcome Lee Russell! • Lee brings a deep personal perspective to this work- her husband tragically lost his life in a workplace accident. • Lee has become a strong voice for safety and supporting injured workers and their family.		
Action	• Lee sworn in as new member of IWAC.		
Agenda Topic 2			
Safety Share	Jarrod		
Discussion	In Black’s Harbour NB a deck caught fire this was cause by the sun beaming on the glass table.		
Action	During heat waves/droughts be mindful of conditions.		
Agenda Topic 3			
Review of June Minutes	Jarrod		
Discussion	The meeting minutes for the last meeting were distributed July 7, 2025.		
Action	No objections		

minutes

Agenda Topic 4	
Follow-up-Medical Aid	Jarrold
Discussion	Members from Claims presented to IWAC at last meeting on change to applying for medical aid. Kirk and Paula indicate that unfortunately, it is not working as it should. Some comments were stressful, frustrating, and privacy concerns. Medication should take 2-4 business days; it has been 3 wks. now with no reply.
Action	Jarrold to forward member concerns to Claims.
Agenda Topic 5	
What's New	Jarrold
Discussion	The consultation ran from July 22- August 21. The proposed updates to Policy 21-112 – Occupational Hearing Loss aim to make the policy clearer and more consistent with current practices. • Traumatic (sudden) hearing loss • Noise exposure in workplaces both in New Brunswick and outside the province • Tinnitus caused by noise-induced hearing loss Overall Theme: IWAC'S position emphasized transparency, fairness, and simplicity for workers navigating an often-invisible condition. Great job at helping to promote the new benefit improvements to the workers of NB.
Agenda Topic 6	
Other Policy Updates	Jarrold
Discussion	Proposed Policy 21-103- Traumatic Mental Stress: • Clarify what counts as a traumatic event (direct experience, witnessing, learning of a violent death, or repeated exposure for first responders).

minutes

- Confirm claims are compensable only if the worker
 - Experienced a work-related traumatic event
 - Had an acute reaction
 - Was diagnosed with a psychological condition caused by it.
- Recognize that symptoms can have delayed onset.
- Apply the PTSD presumption for emergency responders with qualifying diagnoses.
- Replace “Mental stress” with “traumatic psychological injury (TPI)” for clearer terminology.

Possible IWAC Position Paper Angles:

- **Clarity for workers:** Do people understand what qualifies as a “traumatic event” versus normal workplace stress? Should WorkSafeNB provide more plain- language education?
- **Delayed symptoms:** how should claims be handled when symptoms appear months or years later? Are workers missing benefits because they don’t connect symptoms to the event?
- **Access to care:** Are there barriers (e.g., provider shortages, wait times) that delay diagnosis and claim?
- **Coverage gaps:** Are some workers (e.g., correctional officers, healthcare workers) repeatedly exposed to trauma but not covered by the PTSD presumption?

Proposed Policy 21-106- Accident Reporting & Application for Benefits:

Purpose of Review:

Clarify when and how accidents must be reported, how to apply for benefits, and what happens if reporting or applications are late. The goal is fairness, consistency, and alignment with current practice.

minutes

Employer Responsibilities:

- Report serious injuries, hospitalizations, or catastrophic events immediately under the OHS Act.
- Report accidents likely to need medical aid or cause lost earnings within 3 working days under the WC Act.

Ensure workers provide key details when reporting (name, cause, location, etc.)

Worker Responsibilities:

- Notify the employer as soon as possible and before leaving the job.
- Apply for benefits within 1 year of the accident (6 months if fatal).

Date of Accident Rules:

- **Cumulative trauma:** date of diagnosis or disablement (whichever helps the worker).
- **Occupational disease:** follow Policy 21-111.
- **Hearing loss:** follow Policy 21-112.
- **Psychological injury:** follow Policy 21-103.
- **All other injuries:** use actual date of accident.

Late Applications:

May still be accepted if:

- Delay was reasonable (e.g., delayed symptoms, medical investigations, incapacity, employer or WorkSafeNB error).
- Employer is not prejudiced (evidence not lost).
- All other conditions for entitlement are met.

Employer Prejudice:

When late notice makes it hard to investigate or respond. WorkSafeNB decides case by case, based on evidence.

Possible IWAC Position Paper Angles

minutes

	• Awareness: Do workers know the deadlines and paperwork needed? What barriers stop them from applying on time? • Reasonable delays: How should WorkSafeNB handle late applications caused by lack of knowledge, delayed diagnosis, or employer reporting failures? • Employer obligations: Are employers consistently meeting reporting rules? What happens to workers if employers delay or refuse to report? • Fairness: How can workers avoid being penalized for missing documentation—especially in older cases or when the employer no longer exists?
Action	• When sending a letter to claimants it would be nice to mention alternative resources (Threads of Life, Wounded Warriors, Veteran’s Affairs, etc.) where applicable. • Kirk and Leica will work together on letter to help claimants with resources.
Agenda Topic 7	
Time to first check on modernization project	Jarrold
Discussion	We’ve improved consultation materials (e.g., Talk Safety NB with summaries, bullets, and submission tools), but we still rely too much on long PDFs that are hard for most workers to read. IWAC is the right place to ask: are we really engaging people effectively?
Action	Talk Safety NB can be better. Policy documents are dense, stark, difficult to follow. Folks who aren’t on social media or signed up to E-News may miss notifications.
Agenda Topic 8	
Updates	Jarrold
Discussion	WorkSafeNB Launches New Safety Program for High School Students WorkSafeNB is proud to support Step Up Your Safety, a new e-learning program that helps high school students

minutes

	understand workplace safety before entering the workforce. First Canadian WCB to partner with Wounded Warriors Canada • WorkSafeNB is the first Workers' Compensation Board in Canada to collaborate with Wounded Warriors, setting a national precedent. • Program link: Complements SUCCEED (timely access to care for traumatic psychological injury claims) and WorkSafeNB's psychological health and safety consultation services.
Action	No action / Information purposes
Agenda Topic 9	
IWAC at H&S Conference	Jarrod
	What to expect: • CEO Tim Petersen will introduce IWAC. • Short video will play to highlight the stories and role. • Members present will be asked to stand up for recognition and applause. Your Role: • Be present and be proud – you're representing injured workers and families in Nb. • Be available to connect with attendees who may approach you during breaks.
Action	Reach out to us if there is anything we can do to make you comfortable.
Agenda Topic 10	
Future Agenda Items	Jarrod
Discussion	• Time to first payment modernization project • <i>Workers' Compensation Act</i>- 5- year review.
Action	• Review materials in advance of next meeting, come prepared to discuss.

minutes

Agenda Topic 11	
Q4 meeting	Jarrod
Discussion	The Q4 meeting will be held in Fredericton on Dec 5th, 2025.
Action	Norma will organize the meeting in Oct/Nov. She will update once details are finalized.

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