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IWAC MEETING			
June 19, 2026		9 a.m. – 1pm	Best Western, Grand Falls NB
Meeting called by	Jarrod Yeo		
Type of meeting	IWAC meeting		
Note taker	Norma Doucette		
Attendees	Jarrod, Paula Garant, Leica Gahan. Pam Baker, Lee Russell, André Jobin (Roscoe), Kirk Westfield – Online, and Norma		
Before the meeting, a moment of silence was observed for New Brunswickers who lost their lives at work since the last meeting.			
Agenda Topic 1			
Safety Share	Kirk		
Discussion	Kirk shared a safety talk on recognizing the difference between heat exhaustion and heat stroke.		
Action	N/A		
Agenda Topic 2			
Review of Q1 2026 Meeting minutes	Jarrod		
Discussion	The April minutes were reviewed and approved.		
Action	Minutes to be sent for translation.		
Agenda Topic 3			
Vision and Mission	Jarrod		
Discussion	• The Vision statement is intentionally simple, focusing on better outcomes for injured workers and their families. • The Mission statement outlines IWAC’s role in providing informed, solution-focused advice rooted in lived experience. • It was noted that the word “systemic” was removed from the Mission statement in response to member concerns that issues may not be immediately identifiable as systemic when first raised through individual experiences.		

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Action	N/A
Agenda Topic 4	
Terms of Reference v. 2.0	Jarrold
Discussion	The updated Terms of Reference has been published with updates and clarity surrounding: • Review cycle / Version control • Term limits / Re-appointments • Committee composition • Remuneration and reimbursement • Role of WorkSafeNB representative • Committee scope • General design/readability improvements
Action	N/A
Agenda Topic 5	
Day of Mourning	Jarrold
Discussion	• Jarrold thanked Kirk, Leica and Lee for representing IWAC at ceremonies in Saint John and Fredericton.
Action	N/A
Agenda Topic 6	
New Employer Onboarding	Jarrold
Discussion	• A 2025 Coroner recommendation urged WorkSafeNB to proactively offer H&S resources and consultation services. • New employer registration currently leads with assessment-related information. • New communications include a welcome from the president & CEO, a checklist to help new employers comply with the OHS Act, and links to free resources and consultation services. • Jarrold thanks members for their contributions on this file.
Action	N/A
Agenda Topic 7	

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Atlantic Canada First Responders Mental Health Conference	Jarrold, Kirk & André
Discussion	Kirk, André and Jarrold attended the 2nd Atlantic Canada First Responders Conference in Charlottetown, PEI on June 2-3. André's feedback André spoke about the importance of organizational mental health support for first responders. He noted the conference featured strong speakers, including an RCMP representative who shared reflections related to the mass shooting in Nova Scotia. However, he felt much of the material was more geared towards administrators than first responders. Kirk's feedback Kirk shared that the conference was valuable, particularly the opportunity to reconnect with a long-time friend. He expressed appreciation for André's support. He also noted that information tables can be costly and suggested this be considered in future planning. Discussion focused on how compensation boards can better support first responders, recognizing that mental health needs vary and that setbacks can happen quickly. Participants emphasized the importance of learning from organizations and individuals with effective approaches to first responder mental health. The group noted specialized treatment can be very costly, creating barriers for those who cannot afford care. Kirk noted that NB trails other jurisdictions in considering dispatchers, nurses and others as first responders. Jarrold's feedback Assigned seating helped with icebreaker of meeting new people from different industries and their perceptions of WorkSafeNB's programs and services. Key Discussion Points Conference learnings could be shared with the Board. First responders face unpredictable circumstances and often do not know what their day will involve. Jarrold noted that the assigned seating icebreaker helped create connections and generate insights on how WorkSafeNB can improve its support for first responders.

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Action	N/A
Agenda Topic 8	
2 nd Annual H & S Conference	Jarrold
Discussion	Our 2026 H&S Conference is being held October 7-9.
Action	IWAC members can register when registration opens.
Agenda Topic 9	
Your Pension and Future Benefits	Jarrold
Discussion	- Members previously noted limited information related to pensions, annuities and set asides. - A plain-language draft was prepared as a starting point for discussion with the group. - It was noted that additional information is still required, including how individuals can confirm eligibility, whether they can view the amount set aside, what occurs as they approach age 65, and who they should contact questions. - The purpose of the discussion was to identify the information people need, remaining questions, and opportunities to present the information in a clearer and more accessible way.
Action	Jarrold to include in committee's activity report to the board.
Agenda Topic 10	
Forms- Feedback and takeaways	Jarrold /Lee
Discussion	Lee reviewed several forms following concerns raised by members at the previous meeting. Key themes included: - Many forms feel outdated in format, process and overall client experience (i.e. a current 2026 form with document metadata dating back to 1999) illustrating how some forms appear to have been maintained over time without being meaningfully modernized. - Members raised concerns about the amount of work required to complete and return forms, including the need to download PDFs, print them, sign them, and

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	scan or photograph them before submitting them by email. • Clients are often asked to provide information WorkSafeNB may already have on file, including contact information and sensitive personal information and may ask more questions than are necessary to complete the task. • Some forms contain language that may feel overly formal or threatening, particularly with reference to deadlines, delays, or potential impacts to benefits. • IWAC notes this feedback connects directly to WorkSafeNB's People Goal of creating an exceptional client experience, including the objective of evolving an accessible and personalized client service experience.
Action	• Jarrod to include summary in report to Board.
Agenda Topic 11	
Partner support resources	Jarrod /Leica/Kirk
Discussion	• It was previously noted that injured workers and families could benefit from additional resources that may help following an injury or loss, including family support, psychological injuries, grief, trauma, peer support and advocacy.
Action	• Kirk and Leica will continue developing a list of resources to help information future website updates.
Agenda Topic 12	
Position Paper- Any other disablement	Jarrod
Discussion	An update was provided on IWAC's position paper for the consultation on proposed Policy 21-117, Conditions for Entitlement: Any Other Disablement. Key positions included: • Support for a dedicated policy to improve clarity, consistency, and transparency for complex claims that do not fit neatly within existing policy categories. • Recognition that claims should not be disadvantaged because there is no single identifiable event, particularly where a disablement develops gradually or involves multiple contributing factors.

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	• Confirmation that work does not need to be the only cause of a disablement for entitlement to be accepted, where the evidence supports that employment materially contributed. • Concern that too much weight may be placed on personal health history, age, lifestyle, or pre-existing conditions, while the role of work is minimized. • Consideration of whether a prior compensable injury created vulnerability to later deterioration, reinjury, or loss of function. • Support for clearer plain-language materials, stronger evidence-gathering practices, and decision letters that explain what evidence was considered and how it was weighed.
Action	Members approve the position paper in principle and will be submitted to meet consultation deadline.
Agenda Topic 13	
Position Paper – General Principles	Jarrod
Discussion	An update was provided on the consultation for proposed revisions to Policy 21-100, Conditions for Entitlement: General Principles. Key positions to be reflected in IWAC’s submission include: • Support for clearer, more consistent and more transparent decision-making guidance. • Support for stronger direction that decision-makers must actively seek missing evidence before making a decision. • Concern that workers should not be disadvantaged by gaps in information that are outside their control. • Confirmation that the statutory presumption should remain meaningful and should not be rebutted by speculation, assumptions, minor inconsistencies, or incomplete information. • Concern that prior symptoms, treatment, functional limitations, or pre-existing conditions should not be used unfairly to deny entitlement. • Recognition that workers may have legitimate reasons for delays in reporting or applying for benefits and should have an opportunity to explain those circumstances. • Support for considering medical evidence alongside the worker’s account, employer information, witness information, and other relevant evidence.

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	Support for clear decision letters that explain the evidence considered, the legal test applied, how conflicting evidence was weighed, and the reasons for the decision.
Action	Jarrold will share a draft position paper with the committee for review and approval before submitting on IWAC's behalf.
Agenda topic 14	
Review of WorkSafeNB's Governing Legislation	Jarrold
Discussion	An update was provided on the recently launched legislative review, which proposes consolidating WorkSafeNB's legislative framework into one clearer Act and creating a clearer distinction between matters protected in legislation and matters managed through Board policy. Key discussion points included: - Recognition that the proposed model could allow the system to respond more quickly to emerging needs and make operational improvements through Board policy. - Support for simplifying the legislative framework, provided foundational rights, protections, and accountabilities remain clearly protected in legislation. - Recognition that the proposal would give the Board a more direct role in shaping operational and technical matters over time. - Concern that appropriate safeguards must be in place to protect worker interests over the long term, including under future Boards, Chairs, CEOs, and governments. - Importance of meaningful consultation before significant matters are moved from legislation to policy, particularly where changes could affect benefits, entitlement, health and safety protections, or worker support. - Recognition that workers remember past legislative changes that reduced benefits or introduced waiting periods, reinforcing the need for transparency, trust, and clear protection. - Caution that legislative consolidation must be carefully reviewed to avoid unintended gaps, especially where protection for vulnerable people may be affected.

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	Support for identifying which matters should remain in legislation and which may be appropriate for Board policy, with particular attention to safeguards, consultation requirements, and worker protections.
Action	Jarrold will summarize discussion points and distribute draft position paper for committee's review.
Agenda Topic 15	
Honorarium	Jarrold
Discussion	The honorarium has increased to \$200.
Action	N/A
Agenda Topic 16	
Looking ahead	Jarrold
Discussion	Next Meeting Date/Location: The next meeting is scheduled for September 18 in Miramichi. Discussion: Representatives from Prevention and Claims/Rehabilitation have been invited to discuss an overview of current psychological H&S work, with clinical, prevention, and claims leadership perspectives. IWAC members will have an opportunity to ask questions and share insights based on lived experience. Other: James Walsh will attend to take individual member photos and update group photos for committee materials.
Action	Norma will book the meeting room and guest rooms at the Rodd Miramichi River for members.