

Kate Lamb
Chief Corporate Services Officer
Chef des services généraux



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MAR 07 2018

Workplace Safety
& Insurance Board

Commission de la sécurité
professionnelle et de l'assurance
contre les accidents du travail

February 20, 2018

Head Office:
200 Front Street West
Toronto, Ontario
Canada M5V 3J1

Siège social :
200, rue Front Ouest
Toronto (Ontario)
Canada M5V 3J1

L. A. Liversidge, LL.B.
Barrister & Solicitor, Professional Corporation
5700 Yonge Street, Suite 200
Toronto ON M2M 4K2

(416) 344-1000 (416) 344-4947
TTY/ATS : 1-800-387-0050
Email/Courriel : kate_lamb@wsib.on.ca
1-800-387-0750
www.wsib.on.ca

Dear Mr. Liversidge,

Thank you for your letter of January 11, 2018 regarding the WSIB's response to the minimum wage increase which you sent to Ms. Elizabeth Witmer, WSIB Chair, and Mr. Thomas Teahen, WSIB President and CEO. They have asked me to respond on their behalf.

As you know, the *Fair Workplaces, Better Jobs Act, 2017* (Bill 148) increased the minimum wage from \$11.60 to \$14 on January 1, 2018 and will increase it again to \$15 on January 1, 2019. The minimum wage increase is the largest in Ontario's history - a 32% cumulative increase in 15 months.

The WSIB identified that the minimum wage increase would have a consequential impact on a small cohort of workers - those that are not employed and are currently receiving partial loss of earnings (LOE) benefits based on determined wages below the new minimum wage in 2018. Those workers could not have anticipated the impact it could have on their LOE benefits over a short period.

To implement the minimum wage increase, the WSIB conducted a comprehensive analysis including operational and compliance risks, and concluded that it would proceed with the option of applying a special measure to phase in the minimum wage increase. The special measure ensures the new minimum wage is fully reflected in injured worker LOE benefit calculation within 3 years for the majority of cases. This also ensuring they have sufficient time to adjust to potentially significant reductions in their LOE benefits.

I would like to thank you for your interest in this topic.

Regards,

Kate Lamb
Chief Corporate Services Officer