

December 22, 2008

To all IAPA Members and Volunteers:

As you are aware, the Workplace Safety and Insurance Board (WSIB) is proposing changes to Ontario's health and safety system. On December 2, the WSIB presented its latest proposal to the health and safety associations (HSAs). On December 11, 2008, the IAPA Senior Leadership Team shared these with the IAPA staff and with our Board of Directors. On December 18, 2008, the Board of Directors for the WSIB reviewed the proposed health and safety model realignment and directed the WSIB to continue their work in this area, along with the help and engagement of their health and safety system partners. This communication is to bring you – IAPA's members and volunteers – up to date with the latest information, as we have it, from the WSIB.

Over the last couple of months, the WSIB has been in discussion with the Board Chairs and Vice Chairs and the CEOs of the HSAs, gathering input and recommendations to their proposed model for change. We are assured that the WSIB has listened to the input of the HSAs, including the feedback that IAPA has presented to them.

One of the elements that has now been included in this model is the addition of a volunteer component. The WSIB learned from IAPA that the current volunteer networks that are in place play a valuable role in our goals of achieving zero injuries, illness, and fatalities in the workplace. The WSIB recognizes the positive impact that volunteers play and they have stated that the new model will "seek to enhance and/or create these networks rather than limiting them."

Also in this new model:

- ▶ the WSIB will continue with its current accountabilities to the Ministry of Labour,
- ▶ the 12 HSAs will merge into four new associations,
- ▶ the four HSAs will continue to report as designated entities under the WSIB,
- ▶ the HSAs will have their own Board of Directors and Customer Advisory Groups,
- ▶ the HSAs will have their own support systems and infrastructure, and
- ▶ small business services will be the responsibility of each new HSA based on the sectors of focus.

The biggest change that you will notice is the merging of associations and shifting/splitting of others. In fact, it is proposed that there will be legal, structural changes that will see the dissolution of the HSAs, including IAPA, in their current form. As a result, the four new HSAs will be organized as follows:

1. Prevention Services – Government Directed Services:
 - a. Education
 - b. Municipalities and Water Utilities
 - c. Health/Community Care
 - d. All government organizations
 - e. Taxi/Limo
 - f. Emergency Services
 - g. First Nations



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2. Prevention Services – Risk Group A
 - a. Construction
 - b. Electrical (including Utilities)
 - c. Pipelines
 - d. Natural Gas
 - e. Landscaping
 - f. Aggregates

3. Prevention Services – Risk Group B
 - a. Industrial
 - b. Manufacturing
 - c. Transportation
 - d. Tourism/Hospitality
 - e. Farming
 - f. Restaurant/Food Services
 - g. Retail/Wholesale
 - h. Vehicle Sales/Services
 - i. Telecom

4. Prevention Services – North
 - a. Multi-sector focus
 - b. Mining and Rescue
 - c. Pulp and Paper
 - d. Forestry
 - e. Matrix of sectors from A, B, and Government-directed groups

Changes worth noting include:

- ▶ The changes in the placement of the pulp and paper sector: according to the WSIB, “the majority of Pulp & Paper customers are located in southern Ontario...[and] Pulp & Paper is closer in resemblance to manufacturing than other sectors, and so this has been regrouped: a) Northern Services: program leadership for Pulp & Paper and northern Pulp & Paper customers; b) Prevention Services Group B: southern Pulp & Paper customers”

- ▶ Governance: this will occur through newly established Boards of Directors for each of the new HSAs

- ▶ New CEOs: Each of the four new associations will have new CEOs, who will be recruited through an open competition. There will be no appointments made to these positions and the opportunities will be open internally and externally. Recruitment efforts will take place with the assistance of an agreed upon executive search firm.

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The WSIB has proposed some aggressive timelines with regards to implementation of this new model, as follows:

- ▶ Step 1: December 18: The WSIB will present the proposed model to the WSIB Board of Directors for review and approval
- ▶ Step 2: Establish a new prevention model planning team
- ▶ Step 3: January – March 2009 (proposed date): Organizational leadership placement
- ▶ Step 4: March – August 2009 (proposed date): Phase 1: Launch new prevention services groups:
 - Establishment of the Boards of Directors
 - Legal organization launch
 - Establishment of management team
 - Business model design
 - Integration with legacy organizations
 - Establishment of customer advisory groups
 - Performance measurement and reporting
 - Launch cultural and functional integration programs
 - Rebranding
 - Support services consolidation and efficiencies
- ▶ Step 5: Ongoing: Phase 2: Shared services integration
- ▶ Step 6: January 2010 (proposed date): Phase 3 – Strategic shared services

We recognize that this new model represents a significant change, along with numerous possibilities, for the prevention system to move forward and support a broader range of services. It will also provide increased opportunities for employees, albeit some employees may have different roles, responsibilities may shift, and job descriptions may be adjusted accordingly. It is important to note that the WSIB has continuously stated that the only job losses that will occur will be through attrition. IAPA also recognizes the increased opportunities for volunteers to broaden their network and strengthen their roles across the system and the province.

This provides you with a summary and key highlights from the December 2, 2008 WSIB presentation to the HSAs. We encourage you to visit our website (www.iapa.ca) to download and review this presentation, which will provide you with much more detail than I can do in a few pages. We also know that in reviewing this letter and the WSIB presentation that you may have questions. On behalf of IAPA, we encourage you to express your thoughts and concerns and to ask us your questions. We will answer directly or assure an answer is provided to you by the appropriate stakeholder. Please direct your comments to iapaboard@iapa.ca.

In closing, we would like to take this opportunity to thank you – our members and volunteers – for your support as we face these transitions and challenges; and we thank the Volunteer Council for writing to the WSIB and announcing your concerns regarding the visibility of the volunteers in this new structure. You have all made a difference!

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We are committed to sharing with you information and updates as they become available. And, we will do so in a timely manner.

Please take care and have a happy, healthy, and safe holiday season! Together we will continue to make a difference in 2009.

Regards,



Maureen Shaw
President and CEO, IAPA



Lance Novak
Chair, IAPA Board of Directors