



Safety Bulletin

AMTA Alberta Motor Transport Association

Employees, know your Bill 30 obligations after a workplace injury (effective Sept 1, 2018)

This legislation applies to claims with a date of accident on or after Sept. 1, 2018. Under the new Bill 30 legislation, employers and workers are expected to work together towards a return to the same job or an alternative job after a workplace accident, unless it impacts the employer's ability to run his or her business.

1. What's my obligation in this process?

Both you and your employer are required to cooperate with each other and WCB in a safe return-to-work. This means initiating communication throughout your recovery period, an active role in your return-to-work planning and working with your employer to identify suitable job duties.

2. What if I don't cooperate in the process?

WCB may reduce or suspend your compensation. WCB won't reduce or suspend compensation if you have a valid reason for not cooperating.

3. How long does my employer's obligation to reinstate last?

Obligation to reinstate ends when an employee declines to return to work. If you're terminated within 6- months of returning to work, WCB will presume that your employer did not meet his or her obligation to reinstate, unless there's evidence that there was an appropriate and valid business reason, unrelated to work injury.

4. What's if I don't think the job offer is suitable?

If you don't think the alternate position is suitable, please discuss with your employer and WCB case manager.

5. Who is responsible for paying my salary during my recovery?

Normally WCB provides wage replacement benefits until you're able to return to work. In some cases, your employer may cover your pay while you recover. In those cases, WCB reimburses your employer. If you have restrictions and an accommodation is required at fewer hours or a lower salary, WCB can also pay a wage to top-up benefit until you've recovered.

6. What if there's a conflict with my collective agreement?

Your employer must first attempt to offer employment within your collective agreement. If that isn't possible, then your employer must then consider employment opportunities outside of the collective agreement.

Still have questions? Please contact WCB toll-free at 1-866-922-9221