



Safety Bulletin

AMTA Alberta Motor Transport Association

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

Under the new Bill 30 legislation, offering your injured worker modified work is no longer an option, it's a responsibility. This legislation applies to all claims with a date of accident on or after September 1, 2018. We've put together some facts from the WCB.

1. How long does this obligation to reinstate last?

An obligation to reinstate ends when an employee decided to return to work. If your employee is terminated within 6 months of returning to work, WCB will presume that you did not meet your obligation to return the employee to work unless you can provide evidence that there was an appropriate and valid business reason to terminate the employee, unrelated to the work injury.

2. Who's responsible for paying my injured worker's salary during their recovery?

WCB provides wage replacement benefits until your employee is able to return to work.

3. I can't afford to provide the worker with the specialized equipment or facility changes?

WCB is committed to providing financial assistance if equipment or facility changes are needed.

4. What's my injured worker's obligation in this process?

Both you and your worker are required to cooperate with each other and WCB.

5. How much time do I have to find my worker employment after he/she is fit for modified work?

First suitable employment opportunity that becomes available once the worker is medically and physically capable to perform the suitable work.

6. What happens if my injured worker doesn't cooperate?

WCB may reduce or suspend the compensation benefits to the worker.

7. What type of job do I have to hold for them?

You're expected to keep an employee's pre-accident job for them to return to when they are able to do essential parts of their job.

8. How is this different from duty to accommodate with Human Rights? Do both legislations apply to me?

All employers have a duty to modify the work or the workplace to accommodate the needs of the worker under the Alberta Human Rights Act. An Injured worker may submit a complaint to the Human Rights Commission at any time in the return to work process, regardless of whether the WCB decides the employer has fulfilled their obligation.

9. How will this impact my claims costs and rates?

As always, providing suitable work remains your best way to control claims costs and positively affect your premiums. If employers and workers work together towards a successful return to work, we actually expect claims costs to decrease.

10. I don't have a plan in place. How can WCB help?

More information about developing or formalizing your modified work plan can be found in the Return to Work section of on our website at www.wcb.ab.ca

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