



# Health and Safety Associations

ALIGN Health and Safety Showcase Day

Thursday Oct. 12, 2023

Red Deer



# Agenda for Today's Presentation

- What does a safety association do?
- How do they operate?
- How are they funded?
- How does my industry begin/join an association?
- How are my WCB premiums impacted?
- Next steps

# What does a safety association do?

A **safety association's** primary objective and purpose is the promotion of education in accident prevention in the industry (or industries) in which the members (employers) are engaged.

- Help employers develop and implement health and safety programs at their companies.
- Develop and deliver health and safety training for industry members.
- Coordinate audit services to help assess their members' health and safety programs.
- Promote and increase awareness of the importance of health and safety amongst its members – including hosting events, webinars and other communication initiatives.
- Operate as a certifying partner in the Partnerships in Injury Reduction program.

# How do they operate?

- **Safety associations** are led by an elected board of directors who provide the vision, guidance and oversight of the safety association's activities.
- The board will establish the operating structure for the association including the hiring and oversight of an executive director. The board will typically be made up of employers, industry representatives and worker representatives.
- The executive director and staff will work towards implementing the vision of the board, often through the creation and approval of annual business plans and key strategic and tactical objectives.

# How are they funded?

- **Safety associations** can be funded by a grant under section 136 of the Workers' Compensation Act.
- A safety association will bring forward an annual grant request approved by its Board of Directors. They will also bring forward the association's business plan.
- WCB and OHS will review and approve the grant request and business plan to ensure it is aligned with the objectives outlined in legislation:
  - *promotion of education in accident prevention.*
- Once grant is approved, funding is provided in quarterly installments.

# How are they funded? (part II)

- **Safety associations** can also generate other funds through other streams including (but not limited to):
  - Fees for training services and program development
  - Associate memberships
  - Conferences, publications
  - Other sponsorship/support

# How does my industry begin/join an association?

- A proposal for an industry to form or join an association is presented to the WCB and OHS.
- WCB and OHS will confirm the following:
  - The association goals align with the objectives of section 136.
  - The proposed structure and operating model align with the objectives.
  - There is demonstrated interest and a reasonable expectation that the industry will support the association.
- Upon confirming this, the WCB will poll the employers in the impacted industries.
- If 50% or more of the employers, as measured by assessable earnings, vote in favour of forming/joining an association, the levy for funding under section 136 will begin in the next rate year.

# How are my WCB premiums impacted?

- Upon approval by an industry to join an association, a levy will begin to be collected from employers in those industries.
- The levy will be added to the WCB premium rate. WCB will collect the premiums and transfer the approved grant amounts to the association.
- This will happen annually ...
  - Association will submit their approved business plan and grant request – WCB and OHS will review and approve plans.
  - WCB will calculate the levy required to collect the grant and build it into the premium rates.
  - WCB will provide grant funds to the association in quarterly installments.



# Funded Safety Associations

- Alberta Construction Safety Association
- Alberta Hotel and Lodging Association
- Continuing Care Safety Association
- Alberta Municipal Health and Safety Association
- Manufacturers' Health and Safety Association
- Alberta Motor Transport Association
- Energy Safety Canada

# Certifying Partners

- Alberta Association for Safety Partnerships
- Alberta Food Processors Association
- Alberta Forest Products Association
- Alberta Safety Council

Questions?

# Background Data

- Industry 82806 - Disability Rehabilitation
  - 145 Employers \$571M in AE in 2023
  - 1 cent = 57100
  - Align – 10 employers – about 20% of AE
- Industry 89925 - Social and Community Support Services
  - 651 employers \$975M in AE
  - 1 cent = 97,500
  - Align – 66 employers – 41% of AE