

Rural Municipality of Heart's Hill No. 352

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4.15 WORKER'S COMPENSATION BOARD: re CONTRACTORS

DEFINITION:

In Saskatchewan, the Workers' Compensation Board (WCB) provides compensation (including wage-replacement benefits and medical aid) to workers who suffer work-related injuries during the course of employment. WCB is funded by premiums paid by employers in compulsory industries in Saskatchewan.

POLICY:

If the Municipality hires anyone to perform labour or contracts a service provider to work at a Municipal worksite or at the worksite of a Municipal customer, the Municipality is deemed the employer or principal. As the employer or principal, the Municipality will be liable for the premium the labourer or contractor should have paid while engaged by the Municipality if the labourer or contractor is not a member or not in good standing with WCB. Therefore, the Municipality shall consider the WCB standing of all labourers and contractors before entering into any agreements for labour and services.

RATIONALE:

The Municipality must annually report to the WCB all contractors they have hired throughout the year. If any contractor is not enrolled or not in good standing with WCB, the Municipality will be liable for the contractor's WCB premium. The premium due will be based on the labour portion of the contractor's earnings from the Municipality.

If a contractor, hired by the Municipality, is not in good standing with WCB, and the contractor's employee is injured while working for the Municipality or for a customer of the Municipality, the Municipality could be liable for damages to the injured employee.

The Municipality believes that all employers and/or contractors should be concerned with the safety and welfare of their employees. Contractors in good standing with WCB is a major indicator of an employer/contractor concerned about the welfare of his/her employees.

AUTHORITY:

Workers' Compensation Board
The Workers Compensation Act, 2013