



December 13, 2021

To: Louise Greenberg, PhD, Workers' Compensation Act Committee of Review

I am writing on behalf of the University of Saskatchewan in response to your letter to President Stoicheff dated October 5, 2021 in which you kindly offer the University an opportunity to share its views and suggestions with the Workers' Compensation Act Committee of Review.

We understand from your letter that *The Workers' Compensation Exclusion Regulations, 2014* (the "Exclusion Regulations") form part of the review. Our comments are limited to the Exclusion Regulations.

Section 3(u.1) of the Exclusion Regulations excludes the following occupations from the provisions of *The Workers' Compensation Act, 2013*:

(u.1) persons who:

- (i) are employed by a university or an affiliated or federated college of a university; and
- (ii) serve as a professor, associate professor, assistant professor, lecturer, special lecturer or instructor;

The faculty at the universities in Saskatchewan have been excluded from the Act since at least the 1970s. The exclusion was referred to as the "school teachers" exclusion in the previous versions of the legislation. The language in s. 3(u.1) was adopted in 2015.

University of Saskatchewan faculty enjoy significant disability-related employment coverage. The employer has invested significant financial resources into this coverage. The employer pays for up to 120 days of salary continuance for faculty who become ill (whether by workplace accident or otherwise). Beyond 120 days, a long-term disability plan is funded by the employer with Sun Life as the benefits provider and provides competitive coverage for all faculty.

The University's position is that the faculty exclusion has worked well for the last 50 years, and that the exclusion should be maintained. A removal of the exclusion would have a financial implication of several hundred thousands of dollars a year based on our analysis, and this additional financial expense would be unbudgeted.

Thank you for the opportunity to contribute to this process. If you have any questions, we would be pleased engage with you further.

Cheryl Carver
Associate Vice-President
People and Resources