

## “ Do You know what your rights are? ”



### »»» WHAT IS THE WORKPLACE SAFETY AND INSURANCE ACT (WSIA)?

The WSIA is the Ontario law that governs **ENTITLEMENT TO BENEFITS AND SERVICES** for workers who get injured or become ill as a result of their work.

### »»» WHO IS COVERED BY THE WSIA? **NOT ALL** Ontario workers are covered under the WSIA.

### »»» WHO ADMINISTERS THE WSIA?

- » The **WORKPLACE SAFETY AND INSURANCE BOARD (WSIB)** administers the WSIA.
- » The WSIB **CREATES THEIR OWN POLICIES AND PROCEDURES** for determining entitlement to benefits and services for injured workers.
- » Injured workers can request entitlement to:
  - \* WAGE LOSS BENEFITS
  - \* BENEFITS TO COMPENSATE FOR PERMANENT INJURIES
  - \* COVERAGE FOR HEALTH CARE
  - \* ASSISTANCE WITH RETURN TO WORK
- » The WSIB is funded by Ontario employers. It is **NOT A TAX-FUNDED SYSTEM**.
- » Both workers and employers have the legal right to **APPEAL WSIB DECISIONS**.



### »»» WHAT TO DO WHEN AN INJURY AT WORK HAPPENS

#### WORKER

- » You must report the injury to the employer **AS QUICKLY AS POSSIBLE**
- » **YOU CANNOT LEGALLY BE FIRED** for reporting an injury
- » Seek immediate **MEDICAL ATTENTION**
- » Complete a **WSIB FORM 6** WORKER REPORT OF INJURY/DISEASE

#### EMPLOYER

- » **INVESTIGATE** and **DOCUMENT** the workplace injury or illness
- » Complete a **WSIB FORM 7** EMPLOYER'S REPORT OF INJURY/DISEASE

#### DOCTOR or HEALTHCARE PROVIDER

- » Provide **RECOMMENDATIONS** for return-to-work restrictions and limitations
- » Provide the WSIB with **INFORMATION** related to your workplace injury
- » Complete a **WSIB FORM 8** HEALTH PROFESSIONAL'S REPORT



### »»» WHEN TO SUBMIT A CLAIM

#### WORKERS

You must submit a claim **IMMEDIATELY** but **NO LATER THAN 6 MONTHS** from the date of injury.

#### EMPLOYERS

Employers must submit a claim **WITHIN 3 DAYS** of the injury/illness if the worker:

01. Misses time from work
02. Requires medical care
03. Earns less than regular pay for regular work

### »»» DID YOU KNOW THAT YOU CAN CLAIM FOR COMPENSATION IF

- » You've been diagnosed with a **DISEASE** related to work
- » You've been diagnosed with **STRESS-RELATED CONDITIONS** related to work
- » You've been diagnosed with **PSYCHOLOGICAL CONDITIONS** related to work
- » You've developed an **INJURY** gradually over time related to work



### »»» WHERE CAN YOU GET HELP WITH A WSIB CLAIM?

OFFICE OF THE WORKER ADVISER: [www.owa.gov.on.ca](http://www.owa.gov.on.ca) or 1-800-435-8980  
 INDUSTRIAL ACCIDENT VICTIMS GROUP OF ONTARIO (IAVGO): [www.iavgo.org](http://www.iavgo.org) or 416-924-6477  
 INJURED WORKERS COMMUNITY LEGAL CLINIC (IWC): [www.injuredworkersonline.org](http://www.injuredworkersonline.org) or 416-461-2411  
 LEGAL AID ONTARIO: [www.legalaid.on.ca](http://www.legalaid.on.ca) or 1-800-668-8258

#### RESOURCES

[WWW.PREVENTIONLINK.CA](http://WWW.PREVENTIONLINK.CA)  
[WWW.WSIB.ON.CA](http://WWW.WSIB.ON.CA)  
[WWW.ONTARIO.CA/LAWS/STATUTE/97W16](http://WWW.ONTARIO.CA/LAWS/STATUTE/97W16)