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The Workers Compensation Act Legislative Review 2025-2026
PO Box 309 Station Main
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Attention: Legislative Review Committee

As a large employer in the transportation industry, Canadian Pacific Kansas City Railway (CPKC) works closely with our counterparts Air Canada (AC) and Canadian National Railway Company (CN) regarding strategies for best outcomes relating to workplace injuries from a prevention and safe return to work perspective. As such, we have closely reviewed CN's written review and fully align and support their submissions.

The detailed presentation they have provided to the committee addresses critical gaps and the disconnect that exists in the WCB's current legislative scheme, particularly regarding psychological injury management. It also provides excellent objective solutions for the legislative review committee to consider.

At CPKC, we have experienced a disconnect between the workers' compensation board processes and the federally regulated medical fitness requirements applicable to safety-critical railway positions. This misalignment creates both operational and regulatory risk. Employees deemed fit to return to work from a compensation perspective while not meeting federally mandated safety standards could result in complications with a safe and suitable return to work, conflicting direction, and potential exposure from a compliance standpoint.

The disconnect negatively impacts injured workers, employers, and the overall functionality and financial stability of the WCB system. As such, we would highlight CN's recommendation to classify collaboration protocols that include tripartite planning with the employer, clinician, and WCB. This would address the concerns of alignment regarding functional abilities and accommodating return to work opportunities as they apply to each employer's and their respective injured workers.

WCB must adopt a legislative framework that highlights a multi-disciplinary model with a grounded approach of functional recovery within the workplace where possible requiring measurement and transparency, necessary for successful recovery and reintegration; an outcome that benefits workers and employers alike.

This is just one of the components presented by CN's detailed submissions that we have highlighted for review and consideration.

To conclude, we support **all** CN's recommendations which highlight the need for modifications of the current WCB system to ensure recovery and treatment are such that they align with fiscal responsibility, and best outcomes for injured workers and the employers who support and endorse safe and timely return to work.

Sincerely,

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