HEB Manitoba
HEALTHCARE EMPLOYEE BENEFIT PLANS
A Secure Tomorrow Together

March 13, 2026

**LEGISLATIVE REVIEW COMMITTEE**
**PO BOX 309, STATION MAIN**
**WINNIPEG MB R3C 2H6**

Dear LRC Secretariat Team,

**RE: Submission for the Workers Compensation Act Legislative Review 2025-2026**
**Reciprocal Deduction & Direct Payment Agreement with HEB Manitoba**


**Summary**

The Healthcare Employees' Benefits Plan – Manitoba ("HEB") Disability & Rehabilitation ("D&R") Plan is a long-term disability plan replacing income when a member cannot work due to illness or injury. It coordinates (offsets) with The Workers Compensation Board of Manitoba ("WCB") - approved WCB benefits are a direct offset to the D&R benefit.

When HEB pays D&R benefits during the WCB initial decision or appeal window and WCB later approves the claim retroactively, the worker may owe HEB Manitoba a repayment for over-advanced D&R benefits. This creates stress and cash-flow risk for workers and inefficient back-and-forth between organizations that could be mitigated via assignment/direct payment from WCB to HEB Manitoba upon WCB approval.

The legislative framework noted in *Section 30, Policy 36.70 – Assignment of Wage Loss Benefits* is fundamentally sound but can be operationally improved. Current overpayment recovery mechanisms put the repayment burden on workers, which can be mitigated by direct inter-plan settlement. A Reciprocal Deduction & Direct Payment Agreement - grounded in WCB's assignment policy - would reduce worker hardship, speed reconciliation, and align with privacy and information-sharing rules.


**Proposed Reciprocal Deduction & Direct Payment Agreement**

We propose a reciprocal deduction & direct payment agreement between the WCB and HEB, a not-for-profit registered under the laws of Canada, having its registered head office in Winnipeg, Manitoba.

The purpose of the proposed agreement is to establish terms and conditions which the WCB will deduct and pay to HEB an amount equal to the wage-replacement benefits payable for any period in which a worker ("Member") received D&R benefits for the same disability, thereby minimizing worker reimbursement and enabling HEB to pay D&R while the worker (a) applies for WCB benefits and/or (b) appeals a WCB denial.

The Agreement would apply where:

(a) a Member has a D&R claim for the same injury; and
(b) the Member's WCB claim is approved (initially or on appeal) for any period that overlaps D&R payments; and
(c) the Member has provided written authorization/consent for assignment and information sharing consistent with WCB and HEB policy.

**Benefits to the Worker**

As stated previously, we propose this Agreement from the Worker's Perspective:

1. Reduces financial hardship. Eliminates or sharply reduces the need for the worker to reimburse HEB after WCB approval, because WCB pays HEB directly for overlapping periods.
2. Streamlines recovery. Simplifies inter-plan coordination so the worker can focus on health and return to work, not complex repayments.
3. Supports earlier cash-flow. Enables HEB to pay D&R benefits while awaiting WCB decisions/appeals with confidence that approved WCB benefits will later settle directly to HEB.

We appreciate your consideration of a Reciprocal Deduction and Direct Payment Agreement with HEB Manitoba and would welcome the opportunity to discuss this further.

Sincerely,

Sherri Norris-Dyck
Director, Disability Claims
HEB Manitoba