

Workers' Compensation

Local. National. Legal Services for Employers.



The changing landscape of workers' compensation can be a challenge for employers to negotiate. As a recognized leader in Canada for its expertise in workers' compensation, Mathews Dinsdale offers both legal representation and a specialized consulting practice to serve your needs.

Mathews Dinsdale is one of the leading firms in Canada specializing in workers' compensation – a practice area that is integral to and complimentary to many other labour and employment issues such as Human Rights and Occupational Health and Safety. Our professionals have a proven record of performance with over 125 years of combined experience in all areas of workers' compensation.

At Mathews Dinsdale, we make it our business to know workers' compensation. And we stay on top of industry trends to serve our client's needs. We are here to provide expert advice and representation on all workers' compensation matters.

WSIB/WCB Claims Management

Workplace injuries happen. And when they do, there are many legislative obligations an employer must meet throughout the claims management process – from claim filing and return to work (accommodation) to re-employment. Additionally, there are many

ways to manage claims to stop a minor injury from becoming prolonged and expensive.

We strive to understand your company's specific needs, to offer cost-effective advice, and to reduce the cost of work-related injury claims through prevention, return to work initiatives, attentive case management and direct Board intervention.

Appeals Representation

There comes a time when an employer may be called to defend its position as party to a worker appeal, or to move forward with a formal appeal of their own regarding a contentious issue. We have extensive experience representing employers in responding to worker objections and initiating employer appeals. Where possible and at any stage in the appeals process, we may explore opportunities to mediate and negotiate a successful outcome. If a successful resolution cannot be achieved, we will vigorously represent your interests at all levels of the decision-making process.

Financial/Cost Management

WSIB/WCB premiums and workers' compensation claims can be expensive, especially if not managed properly. Managing the financial costs associated with your claims is just as important as managing the human costs. Our team of experienced professionals are well equipped to provide per-claim cost-management strategies, experience rating monitoring and advice regarding premium assessments, audit and penalty assessments, and classification and account structure. In Ontario specifically, we have actively monitored the development of the WSIB's Rate Framework (2020

implementation) to better inform employers what this change will mean for them.

Transfer Costs

Business reality requires many employers to work together. At times, your workers may sustain a work-related injury as a result of another employer's negligence. Despite this other employer's negligence, the accident costs will land on your accident cost record and could have a large impact on your experience rating. Mathews Dinsdale has extensive experience assisting employers in various industries to transfer costs from their own accident cost record to that of another.

Classification and Audit Assistance

Businesses change and evolve – and periodically so does the classification system established by each provincial workers' compensation board. These changes can sometimes impact an employer's classification and premium rate. We have extensive experience assisting employers with classification reviews. Our review can ensure the most appropriate premium rate is charged to your business, and in some cases assist you in structuring your business to obtain the most favorable premium rate.

Additionally, some employers may be subject to a routine audit by the WSIB/WCB. When performing an audit, the WSIB/WCB is typically interested in whether an employer is paying appropriate premiums, is correctly classified, and/or has correctly identified executive officer and contractor status.

Without the proper expertise, an audit can be a grueling process and the outcome can be expensive. We can help you navigate this process to ensure you put your best foot forward. We can also help verify that the findings of the Board are accurate.

Training and Education

We are invested in our clients' development and we contribute to this by providing educational workshops and training sessions to employers on various workers' compensations topics. From providing custom training sessions to employers regarding claims management best practices to providing complimentary webinars regarding industry developments, we're here to share our knowledge and skills with you. And when you don't have the depth to manage certain workers' compensation issues yourself, we're here to provide our expertise.

Prosecutions

Employers have many legislative obligations under the respective provincial Workplace Safety and Insurance Legislation. From time to time an employer may discover that WSIB/WCB regulatory/compliance services is conducting an investigation. Or worse, that charges are being laid. Mathews Dinsdale has extensive experience representing employers in managing the investigation process and responding to ongoing investigations. If a successful resolution cannot be achieved before charges are laid, we will work hard to ensure that we reach the best outcome possible through court proceedings.

Connect with us

For more information about how we can serve your Workers' Compensation needs, please contact your Mathews Dinsdale professional or visit our website at mathewsdinsdale.com.

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