

## Coverage for Saskatchewan Employers Operating Out of Province/Country

There may be times when a Saskatchewan employer needs to send employees to work in other parts of Canada or outside of the country.

### Coverage

The WCB provides coverage for these Saskatchewan workers if the following guidelines are met:

1. Residents of Saskatchewan:
  - Workers who live permanently in Saskatchewan and who will return here to live after the work term or contract is complete.
2. Workers whose usual place of work is in Saskatchewan and:
  - Worked the greatest percentage of their duties in Saskatchewan prior to leaving the province, and
  - Were hired in Saskatchewan, and
  - Were paid by a Saskatchewan employer's office.

Coverage applies in the following situations:

1. Workers employed by an employer operating in a Saskatchewan industry where:
  - a. Mandatory coverage under another jurisdiction does not apply, or
  - b. Mandatory coverage under another jurisdiction does apply but the coverage is below the level we provide.
2. Workers employed by a subsidiary or other business entity of a Saskatchewan employer such as a joint venture or partnerships where:
  - a. The business activity is a natural extension of the industry conducted in Saskatchewan, and
  - b. The subsidiary would not require its own WCB account in the other jurisdiction.
3. Workers of Saskatchewan employers who:
  - a. Are temporarily transferred or seconded to an employer outside the province for **two years or less**, or
  - b. Workers who are temporarily transferred or seconded for **more than two years but less than five years** will be covered if the WCB received and verified notice of the transfer prior to a work injury.

### Types of Coverage

**Compulsory** – Applies to workers away from the province for a continuous period of less than two years. It is not necessary for the employer to make an application for this worker. However, the employer is responsible for reporting the worker's wages and paying the applicable assessment on these wages.



**Optional** – Applies to workers away from the province for a period greater than two years but less than five years. With a written request we may give coverage to these workers. Each application will be reviewed on its own merits. We will not give coverage for transfers or secondments after five years.

### **Work Performed Out of Province**

If work is being done in Canada but outside of Saskatchewan, it is up to the employer to check with the WCB in that jurisdiction to see if an account is required.

- If an account is not required, we will provide coverage for work in that jurisdiction, and the employer must pay premiums to us. This coverage is extended on an insurance basis only, and covers the cost of claims but will not provide protection from lawsuits.
- If an account is required in the other jurisdiction, the employer must pay premiums to that board for the portion of the work being done in that jurisdiction.

### **Work Performed Outside of Canada**

If the work is being performed outside Canada, we will provide coverage, and the employer must pay premiums to us. WCB legislation applies only within the province, therefore this extended coverage is on an insurance basis only. This only covers costs and does not protect you from lawsuits.

If an account is required in the other jurisdiction, the employer must pay premiums to that board for the portion of the work performed in that jurisdiction.

**Note:** “Continuous period”, as referred to in this policy, includes any period of work, paid or unpaid leave of absence that is not interrupted by a return to Saskatchewan for a period of two months or more.

If you have any additional questions please contact Employer Services:

**Phone:** 1.800.667.7590 (toll free), or  
306.787.4370 (choose the Employer Services option)

**Email:** [employerservices@wcbask.com](mailto:employerservices@wcbask.com)