

# Fractured Promises: Mental Health and the Human Cost of Ontario's Workers' Compensation System to the Workers

Injured workers have been neglected by the WSIB process, creating mental harm in addition to physical. Our report to the Legislative Assembly demonstrates why it is important for injured workers to be at the forefront of every decision pertaining to WSIB made. What we ask for is not something the Assembly cannot provide. We want the law to put injured workers first. To fail injured workers with the WSIB process is taking away their rights. We have asked the Assembly to make the right decision, and stand with Bill 86: The Meredith Act, to take a step in the right direction.

**Meredith Principles**

We urge the Assembly to focus on the Meredith principles, created by Sir William Meredith in 1913. This places the best interests of the injured worker first, as opposed to prioritizing the employer. The goal was, and remains to be, supporting the injured worker so long as their injury lasts.



**Age Based Discrimination**

Having the transition from loss of earning benefits to loss of retirement at the age of 65 is not enough. Most people choose not to, or are unable to retire at that age. This can be seen as a violation of rights under the Charter of Rights and Freedoms, as everyone is entitled to not be discriminated based on age.

**Importance of Initial Claim Submission**

Accurate initial claim submission is essential because it shapes access to treatment and the entire adjudication process.



**Injury as a Psychological Turning Point**

Workplace injury can become more than physical harm. Chronic pain, financial insecurity, and pressure to return to work can deepen psychological distress. When return is treated as healing, workers may be forced to function through pain, sometimes relying on opioids, with serious risks that can include addiction, overdose, and death.