



## What is MECOR?

The Medium Employer Certificate of Recognition (MECOR) Program provides an opportunity for medium-sized employers (11 to 30 employees) to build a health and safety management system, and participate in a graduated process towards achieving a regular Certificate of Recognition (COR).

MECOR blends the requirements of the regular COR with those of the Small Employer Certificate of Recognition (SECOR). It is designed to provide a way for medium-sized employers to move from a SECOR to the regular COR program over a three-year period.

## Who is eligible to use MECOR?

To be eligible for the MECOR process, employers:

- Must have fewer than 30 employees at any given time. The owner(s) and any person covered by the employer's WCB account are also included in this number.
- May not have held a regular COR, or previously participated in the MECOR process.
- Must have completed the training required by their Certifying Partner.

## What is involved in completing the MECOR process?

A medium-sized employer (11 to 30 employees) or small employer (10 or fewer employees) who wants to transition to the regular COR program can be issued a Medium Employer COR if they commit to completing the following 3-year cycle and their annual audits meet the Partnerships standards applied:

- **Year 1:** the employer must successfully complete a SECOR audit conducted by a certified auditor external to the organization. Successful completion requires a minimum audit score of 80%, and no less than 50% in each element.
- **Year 2:** the employer must maintain their MECOR certification by completing a maintenance audit using a regular COR audit instrument endorsed by their Certifying Partner. The audit must be completed by a certified auditor, and a minimum overall score of 50% must be achieved.
- **Year 3:** the employer must complete a second maintenance audit using a regular COR instrument. This audit must also be completed by a certified auditor, and a minimum score of 70% overall must be achieved in order to maintain MECOR certification.
- **Year 4:** the employer's MECOR certification will expire, and they are no longer eligible to participate in the MECOR process. To achieve re-certification, the employer must successfully complete (with a score of at least 80% overall, and 50% in each element) a regular COR audit, conducted by a certified auditor external to the organization.

## Does MECOR certification qualify an employer for the Partnerships in Injury Reduction (PIR) financial incentive from the Workers' Compensation Board – Alberta?

Yes! Employers who achieve a MECOR certificate are eligible for financial incentives of 5% to 20% of their WCB claims costs. To be eligible for the annual rebate, the employer must maintain a valid COR.

### What happens if the MECOR maintenance audit fails to meet the required standard?

Employers who fail to meet the minimum audit standard in Years 2 and 3 of the MECOR process will have their MECOR certification cancelled, and are ineligible to participate in MECOR again. Recertification for employers with more than 10 employees is available only through the regular COR audit process.

### What happens if I let my MECOR certification lapse?

Employers who do not conduct their maintenance audits will have their MECOR certification cancelled, and will be ineligible to participate in MECOR again. The MECOR process can only be started once. Any subsequent attempts to attain COR certification must be pursued using the regular COR audit process.

**To obtain the most current information**, call the Workplace Health and Safety Contact Centre (780) 415-8690 (toll free 1-866-415-8690) or visit our website at [employment.alberta.ca](http://employment.alberta.ca)