

REGIONAL SCHOOL UNIT NO. 18

File: GBGE

RETURN TO WORK AND LIGHT-DUTY ASSIGNMENTS

The Board believes that it is in the best interest of both the Regional School Unit No. 18 schools and employees who have suffered workplace injuries or illnesses to return to the work environment as soon as possible. Further, the Board recognizes the need for a program to effectively manage workers' compensation costs throughout the Unit, while conserving its most valuable resources - the skills, knowledge and experience of its employees. To that end, the Board supports the establishment of a return-to-work program, including temporary modified or "light work" assignments, whenever appropriate in light of the employee's condition and the needs of the Unit, to minimize lost time and facilitate an employee's transition back to regular or full-time work.

Modified or light-duty assignments are intended to address short-term medical restrictions, and are not to be used as a means to establish new assignments or displace other employees.

In accordance with federal law, employees on family medical leave may be offered but cannot be required to accept light work assignments

The Superintendent or designee may develop administrative procedures to implement a return-to-work program.

Cross-References: GBN – Family and Medical Leave

Date of Adoption: June 11, 2009

Policies/RSU No. 18 Policies/G – Personnel/GBGE – Return to Work and Light Duty Assignments