

FREQUENTLY ASKED QUESTIONS

RETURN-TO- WORK

WHO IS COVERED BY THE RETURN TO WORK PROGRAM?

All employees unable to perform the regular duties of their position. In some instances, such as hourly employees, application of the program by the department/supervisor is optional.

WHAT IS THE PURPOSE OF THE RETURN-TO-WORK PROGRAM?

The program provides for work as therapy and reduces the number of lost days to the University and lost sick leave to the employee by providing a smooth transition from illness or injury to full-duty.

WILL I BE ASKED TO PERFORM DUTIES I AM NOT FAMILIAR WITH OR BE ASSIGNED OUTSIDE OF MY DEPARTMENT?

Normally no. Many return-to-Work assignments are the employee performing light or modified duties of their regular position while they transition to full duty.

WHAT IS LIGHT OR MODIFIED DUTY?

Assignment of an employee to tasks, normally within their own job description or department, which do not hinder the healing process. Light duty restrictions are determined by the employee's doctor (no lifting, no prolonged standing, work half days only etc...).