

Modified Duty / Return-to-Work Policy

This "Modified Duty / Return-to-Work Policy" is intended to serve as a guide to management to assist employees who have sustained a work-related injury return to gainful, productive employment as soon as possible, while adhering to temporary, physician-imposed physical restrictions. As such, company will make reasonable efforts to provide modified duty work assignments to employees injured in the course of employment for which professional medical treatment is sought.

In the context of this policy, a "modified duty" job assignment is a temporary job assignment that conforms to the treating physician's imposed limitations. The temporary job assignment may, or may not be in the same classification or location as the employee's regular job. Additionally, the temporary job assignment may or may not be equivalent (in terms of weekly hours worked and/or monetary compensation received) to the employee's regular job.

Scope

At the discretion of management, all employees are eligible to return to work on a "modified duty" status, considering that the following criterion exist.

- The injury sustained by the employee has been determined to be work-related and compensable under current workers' compensation legislation; and
- The physical restrictions imposed by the treating physician are specific (e.g. no lifting over 50 pounds); and
- The physical restrictions imposed by the treating physician are for a specified, temporary period (e.g. 10 days); and
- Work-related tasks which are within the physical limitations of the treating physician are available and are within the physical and skill capacities of the injured employee, with reasonable accommodations made by the employer, the employee or both.

Communicating the Availability of Modified Duty Work Assignments

For every work-related injury that has the potential to involve time off work and/or physician-imposed physical restrictions, the injured employee and an employer representative (both) shall inform the treating physician of the availability of modified duty work assignments. Similarly, an employer representative shall inform the workers' compensation insurance carrier of the availability of modified duty work assignments with every reported injury that has the potential to involve time off work and/or physician-imposed physical restrictions.

Limited Nature of Modified Duty Assignment

By definition, modified duty work assignments are temporary. In no way should a modified duty work assignment be perceived as permanent work activity. As such, any modified duty work assignment must be reviewed by the management of _____ and the company's workers' compensation carrier to determine if the modified duty work assignment is to be extended beyond the initial 90 day period. In the event that a modified duty work assignment is permitted to extend beyond the initial 90 day period, a similar review shall be conducted every 30 days thereafter.

Refusal of Modified Duty Assignment

As previously noted, _____ will make reasonable efforts to provide employees with modified duty work assignments following a work-related injury for which the treating physician imposes temporary physical restrictions. As long as the assigned modified duty work does not violate the treating physician's imposed physical restrictions, the employee is expected to return to work. Refusal of a modified duty work assignment may result in the termination of workers' compensation indemnity benefits and/or the termination of employment.

Potential Modified Duty Work Assignments

The following is a partial list of modified duty tasks that may be available, and includes a brief description of the physical requirements of each task and the wage to be paid for performing that task while on a modified duty work assignment. This list is not exhaustive.

Modified Duty Work Assignments	Physical Requirements	Hourly Wage