

4.10 Disability Management Policy

Intent

The employer has adopted this policy to ensure that staff members are provided with appropriate rehabilitation and support programs designed to assist them in the recovery process from a serious illness or injury. The employer will provide a work environment that provides support for employees with disabling injuries, illnesses or chronic medical conditions, allowing them to have a suitable level of productivity and ensuring they continue to contribute to the success of the organization.

Scope

This policy applies to all employees requiring disability management in the work environment.

Bargaining members are requested to refer to their current Collective Agreement for specific details concerning disability management. Where a Collective Agreement is silent on the issue, this policy shall dictate disability management procedures for unionized employees. In situations where the directions of this policy cover issues also in the Collective Agreement, the Collective Agreement will be the final authority.

Guidelines

Employees will be provided with a long-term disability plan through a contract with their employer hotel's insurance carrier. If an employee has been in receipt of LTD benefits and is then deemed fit to return to work, the employer will provide a return to work/accommodation plan to reintegrate the employee into his/her previous position or will find alternate suitable employment within the organization. The employer will work with the employee to modify job functions or tasks for the injured employee to allow them to successfully transition back into the work environment.

The employer will ensure the required task or environmental modifications are completed prior to the employee's return to work. Where job reassignment is necessary, a thorough internal job search will be conducted thus ensuring the employee is provided with available and suitable work that the employee can perform safely and competently.

If a thorough internal job search has been completed and no suitable work is available, the employer shall determine a reasonable course of action in consultation with management, a labour relations representative and/or legal counsel.