

The district believes that it is important to retain, preserve, and maintain its most valuable resources—the well-being, skills, knowledge, and experience of employees at their most productive level. The Return to Work Program is designed to allow employees for both work and non-work-related injuries and illnesses to return to work as soon as reasonably possible. This may include modifying the employee’s regular job or, if available, providing temporary alternate work depending on the medical provider’s authorization.

Participation is strongly recommended for those employees who meet the program criteria.

Communication with Treating Physician

Upon receiving the employee's authorization, the district risk management officer may communicate directly with the treating physician to facilitate an understanding of the employee's limitations and the transitional duty the employee is being requested to perform.

Refusal of Transitional Duty Assignment

If an employee refuses to sign the Return to Work plan or refuses the assignment by not arriving for work on the date and time specified, the district risk management officer is to be notified immediately.

Employees who refuse transitional duty may not be eligible for temporary disability benefits. In most instances, Workers' Compensation law allows temporary total disability benefits to be suspended in the event an employee refuses a valid transitional duty assignment.

Confidentiality

Confidentiality will be assured for all medical information obtained in the transitional Return to Work Program. Information given to supervisors will be restricted to work status only.