

Sick Leave

Called in by OH&S? Release personal medical information? Know your rights!

Your sick leave is your right!

If you are off sick with an illness you are only required to provide a note from your doctor that affirms that you are unable to work and indicates how long you will have to be off. You are NOT obliged to give information about the diagnosis or treatment.

Under some circumstances, such as extended absences or returning to work with limitations, you or your doctor may need to supply additional information.

You have a right to privacy of your medical information!

Some health employers are asking Employees using sick leave to sign a release that authorizes their doctor to provide more information to the Employer.

UNA strongly advises that you do NOT sign such a release.

Your personal medical information is private, only under specific circumstances can your Employer ask for more information. A blanket release for your doctor can make an Employee vulnerable. Employers can refer information to their own doctor and use it to deny a sick leave claim. If you have signed a release, you can write a letter to your Employer (and copy your doctor) revoking your permission.

If the Employer says they require more information, ask them what specific questions they need to have answered. You can then consult with your doctor and with UNA.

Called to a meeting with OH&S about sick leave?

Employees are not obliged to report to OH&S for interviews or medical examinations. If you do choose to go you have the right to take a union representative with you to any meeting. OH&S nurses should be advocating for safe conditions for Employees, but as officers acting for the Employer they often gather information that can be used to challenge sick leave claims.

Asked to fill in a form about sick leave?

Some Employers are requiring Employees to fill in forms which include information about your diagnosis or treatment or include a section allowing release of information from your doctor. Contact your Local or a UNA office before you fill in such a form, it may seriously compromise your right to privacy.

Feeling intimidated about sick leave?

Contact your UNA Local executive or call a UNA office and speak with a Labour Relations Officer.

SPOTLIGHT on your UNA contract



Questions?

Contact your UNA Executive or Labour Relations Officer.