

Employees returning to a different position after LTD or Workers' Compensation get to choose their site

Employees who are returning to a different position after being off on Workers' Compensation or Long-term Disability can choose a different site. This applies to nurses who are unable to work in their former position. Returning Employees must be given a position in their bargaining unit. The new bargaining units include all of a Health Region's sites, so an Employee has the choice of site.

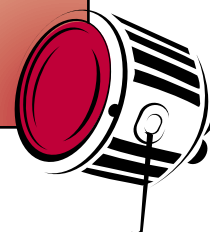
Employees who are being reinstated can opt first for a different site rather than their original home site. However, if that is not possible, the Employee may be reinstated to their home site, or even to another site.

Two identical articles apply. For long-term disability it is *Article 19.07 a (iii)*; for Workers' Compensation it is:

20.04 In reinstating an Employee under Article 20.02(b), the Employer will consult with the Employee and the Union over possible suitable placements and reinstate the Employee to a site suitable to the Employee, if possible. If that is not possible, the Employee will be reinstated to their home site, if possible. If the foregoing options are not possible, the Employee will be reinstated to the closest possible site to that Employee's home site.

2003-2006 PHAA Provincial Collective Agreement.

SPOTLIGHT on your UNA contract



Questions?

Contact your United Nurses of Alberta Representative: