

## *Sick Leave*

# ***Employers must pay costs if they require proof of illness***

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If an Employer requires a nurse to provide proof of illness such as a doctor's note, or any other reports, the Employer must reimburse the nurse for any costs for that information.

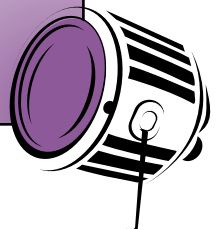
Some doctors charge administrative fees for providing a note for sick leave. If the Employer asks for the note, they must pay the fee.

Nurses should be cautious about giving the Employer access to personal medical information, it can result in problems, as the Employer can attempt to use that information to limit sick leave. You are not obligated to – and probably should not – sign any medical information release form.

Some managers or OH&S officers want to require Employees to sign medical information release forms. Nurses are best advised to contact their UNA Local or Labour Relations Officer before releasing any medical information.

– *Article 19.04 Facility and Community Agreements*

**SPOTLIGHT on your UNA contract**



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**Questions?**

**Contact your United Nurses of Alberta Representative:**