

Ability Management and Sick Leave

Sick leave is your right

If an Employee is ill or injured, a duespayer is only required to provide a note from a doctor that affirms the Employee is unable to work and indicates how long the Employee will be off work. The Employee is not obligated to give information about diagnosis or treatment.

If an Employer says more information is required, the Employee should ask what specific questions they need answered. The Employee should then consult with their doctor and contact their local executive or Labour Relations Officer.

You have the right to privacy of your medical information

Under specific circumstances, the Employer, through the Ability Management department, may request additional information from your doctor. Abilities Management will provide the Employee with a medical form that the Employee can either take to the doctor (and/or treatment provider) or request that Ability Management send the form directly to the doctor. A copy will be sent to the Employee. Employer medical forms may not include an authorization for release of information.

Sharing of Medical Information

In most cases there is no requirement for medical information to be released to anyone other than Abilities Management.

However, in some instances, the Employer may want to share an Employee's medical information with an AHS medical consultant. The Employer must first obtain the Employee's consent. If the Employee does not provide consent medical information may be provided to the medical consultant without names or identifying information.

In some circumstances, it may be determined that a direct consultation with the Employee's doctor would assist in the review of the medical information. The Employer will request the Employee's consent, in a form agreed to by the Employer, Employee and UNA.

In cases of accommodation or returning to work on modified duties, it may be useful for representatives within Human Resources to review medical information. Before this can occur, the Employer must obtain consent from the Employee.

If you have concerns contact your UNA Local Executive or Labour Relations Officer.

