

MEDICAL DOCUMENTATION REQUIREMENTS(a) Sick Leave Documentation

(i) If an absence due to sickness exceeds 5 working days, an Attending Physician's Statement may be required by the Employer.

(ii) The Employer will request an updated or additional Attending Physician's Statement if the Employee remains off work and the medical information the Employer has on record is time limited to a specific date which has since expired or the medical documentation on record is insufficient to support continued sick leave.

(iii) Employees involved in frequent short-term absences (more than 4 over the course of a 12 month period) may also be required to provide an Attending Physician's Statement.

(b) Return to Work and Fitness to Work

(i) BC Hydro is committed to accommodating Employees and is able to consider modified duties, reduced hours and other positions as part of an accommodation should one be required.

(ii) When an Attending Physician's Statement indicates an employee is able to return to work, but not perform all of their regular duties, a Functional Assessment Form is required to determine if there are opportunities to return the employee to work with modified duties.

(iii) A Functional Assessment Form is required to support an accommodation request.

(iv) In certain circumstances, if the Employer reasonably assesses that an employee is unfit to remain at work, relevant medical documentation may be required to confirm the employee's fitness to remain at work. The Employer will consult with the Union prior to seeking medical documentation and the Union will be copied on the request for relevant medical documentation.

(c) If the medical information provided by an Employee is insufficient, unclear or inconsistent with the observed abilities of the Employee, or further information is required to support the accommodation process, the Employer may, in certain circumstances, provide the Employee a letter to take to their physician requesting relevant medical information. This information may be required to support the accommodation process, or the employee's continued sick leave benefits. The Employer will consult with the Union prior to seeking medical documentation and the Union will be copied on that request.

(d) Confidentiality of Medical Information

Any representatives of the Employer or the Union who have access to medical information pertaining to an employee shall maintain that information in strict confidence, unless ordered to divulge any of such information by a court or other legal authority of competent jurisdiction acting properly under the law.

(e) Costs Borne by Employer

All costs for obtaining any medical documentation, examination, or doctor's report under this clause 15.07 shall be borne by the Employer.