

Return to Work After Extended Industrial Injury/Illness

When an employee has been absent from work on industrial accident/illness leave for any duration, the employee must present his/her supervisor and the personnel department with a complete Return to Work Authorization (RTW) from the doctor before resuming work. If the return to work authorization indicates the employee may return to work without restrictions, the employee may begin work. However, if the RTW indicates that there are medical restrictions on the employee's return to work, both the employee and his/her supervisor must understand the nature of the restrictions placed upon the employee and be able to accommodate these restrictions.

If the RTW has medical restrictions, the employee must meet with his/her supervisor and the Superintendent's designee before resuming work; one of the following actions will be necessary:

1. If the restrictions are temporary and job duties can be modified to accommodate these restrictions, the employee will be allowed to return to work
 - a. within the same work unit, same job, with restrictions,
 - b. within the same work unit, different job, or
 - c. in different work unit, different job.
2. If the restrictions are temporary and the employee cannot perform his/her job with the restrictions, and none of the above options are available, the employee will be placed on industrial accident/illness leave until the doctor's restrictions are lifted.
3. If the restrictions are permanent, and, based on medical evidence, the Solano County Office of Education believes the employee cannot perform the essential functions of his/her regular position with accommodation, the employee shall be eligible for the following:
 - a. Those employees whose restrictions are due to a work-related injury may qualify for rehabilitation benefits.
 - b. Classified personnel may be considered for transfer under the provisions of the classified contract to another position for which he/she qualifies; if no such position is available, the employee may be considered for disability retirement.
 - c. Certificated employees may be considered for transfer under the provisions of the certificated contract to another position for which he/she is qualified and credentialed; if no such position is available, the employee may be considered for disability retirement.