

**Saint Helens
School District 502**

Code: **GB0**
Adopted: 2/28/00
Readopted: 5/14/07
Orig. Code(s): GBO

Early Return to Work

The district has developed a program designed to assist workers who are temporarily disabled due to a work-related injury or illness. This program is called the "Early Return to Work Program."

When an employee reports an on-the-job injury or illness, he/she will be given appropriate forms and may be sent to a doctor for examination and/or treatment. If the doctor determines that the employee qualifies for the district's Early Return to Work Program, the doctor will complete the appropriate forms indicating the restrictions and conditions for transitional work. The district will attempt to provide a modified work position until the employee is able to resume regular duties. All modified work is temporary in nature and is designed to facilitate a return to regular duties as soon as possible. Reevaluation of duties or assignment may be conducted at any time the district deems it appropriate.

Modified duty positions may be offered at any location or on any shift.

Failure to report for work at the designated time and place will be regarded as a voluntary resignation and could affect any time loss compensation.

The district may modify, change or discontinue the Early Return to Work Program position or conditions of the program at any time.

END OF POLICY

Legal Reference(s):

[ORS 659A.043](#)

[ORS 659A.046](#)

[OAR 436-110-0001 to -0900](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).