

ALTERNATE DUTY

It is Oak Hill's policy to provide employees who become ill or injured on the job with the best possible recovery program so that they can return to work with minimal emotional and financial disruption in their lives. Our return-to-work policy strives to return injured employees to their regular job assignments as soon as possible. To this end, Oak Hill will provide temporary work assignments tailored to the physical capabilities of employees who become ill or injured on the job. If an employee cannot remain in his/her current position with reasonable accommodation, then he/she may be placed in Alternate Duty based on the physical restrictions identified by the employee's treating physician.

Alternate Duty will be assigned based on the employee's restrictions, departmental availability, the employee's training and familiarity with departmental activities and business needs.

If the treating physician so allows, an employee in Alternate Duty may take training classes.

Alternate Duty may last no longer than 90 days.

Failure of an employee to accept Alternate Duty may result in the delay or denial of Workers' Compensation benefits.

All Oak Hill work rules (such as attendance and time clock procedures) and standards of conduct apply to employees on Alternate Duty.

Cross-reference: Insurance Benefits

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