



UFCW LOCALS 175 & 633
RETURN TO WORK POLICY STATEMENT

UFCW Locals 175 & 633 recognize, and are committed to, their responsibilities to Local Union members with disabilities. The Local Union developed a Return to Work Policy to support this commitment and this Policy now forms part of the operating procedure of the organization.

Locals 175 & 633 are committed to providing a safe and timely return to productive employment for members disabled through occupational or non-occupational injury or illness.

The Local Union's Policy will assist members in achieving a timely, effective rehabilitation and a positive return to work while maintaining their personal dignity and financial stability.

This Policy will provide an effective process to:

- Identify barriers;
- Review the pre-injury job;
- Review the pre-injury job with accommodation; and
- Review alternate work with the employer.

This Policy is intended to promote effective Return to Work principles by ensuring:

- Early intervention;
- Ongoing communication; and
- An offer of meaningful, sustainable, productive work consistent with the member's functional abilities without risk of re-injury or risk to others.

Locals 175 & 633 are committed to ensuring that full participation in the Return to Work process will not disadvantage an injured worker or their co-workers. Through the cooperation of all involved parties, every effort will be made to resolve disagreements about the Return to Work through discussions with the Union, the member and the employer.

Participation in Return to Work will not preclude a member with a disability or any other member from receiving rights negotiated under their respective collective agreement.