

# SPOTLIGHT

on your UNA contract

Article 19: Sick Leave  
(UNA Provincial Collective Agreement 2024-2028)

# 28 Days Notice before returning to work after long-term disability

Employees receiving long-term disability benefits and are incapable of performing the duties of their previous position must provide their Employer with 28 days notice when preparing to return to work.

According to [Article 19.07 \(a\) \(ii\)](#) of the UNA Provincial Collective Agreement, an Employee shall provide the Employer with 28 days written notice of the Employee's readiness to return to work.

The Employer shall reinstate the Employee to an existing position if the Employee is capable of performing the work entailed. This position will not be less than the same step in the pay scale and other benefits that accrued to the Employee prior to disability.



If you have any questions or concerns, please contact your UNA local executive or Labour Relations Officer at 1-800-252-9394.

Read your Collective Agreement online or on the App



[www.una.ca](http://www.una.ca)