

Submitting proof of illness to the employer and its agents

Under Article 19.04 of the United Nurses of Alberta Provincial Collective Agreement, Employees requesting sick leave may be required to submit satisfactory proof to their Employer of any illness, non-occupational accident or quarantine when circumstances make it reasonable to do so.

If an Employee is applying for short-term or long-term disability, they may be required to submit satisfactory proof to the agent of the employer, the insurance company, when circumstances make it reasonable to do so.

If an Employer requires an Employee to provide proof of illness, such as a physician's note, the employer must reimburse the Employee for any costs for that information.

Employees should be cautious about providing the employer with access to personal medical information. The employer could attempt to use the information to limit sick leave. An Employee is not obligated to sign any medical information release form for the employer.

For more information refer to the 2018 Joint Statement – Sharing an Employee's medical information beyond the Ability Management department.

