

# Protect your rights after an extended absence

## **United Nurses of Alberta must be consulted in all cases of return to work and duty to accommodate**

Employees returning to work after an extended absence have the right to Union representation. For Employees who have medical restrictions on the work they can do and are being accommodated in a position that matches their abilities, UNA must be involved to ensure fair and safe treatment.

UNA collective agreements require Union consultation in returning to work after a Long-Term Disability or Workers' Compensation absence.

If you are coming back after an extended absence, contact your UNA local executive or Labour Relations Officer to ensure union representation in the process.

19.07 (a) (iii) In reinstating an Employee under (ii), the Employer will consult with the Employee and the Union over possible suitable placements and reinstate the Employee to a site suitable to the Employee if possible. If that is not possible, the Employee will be reinstated to their home site if possible. If the foregoing options are not possible, the Employee will be reinstated to the closest possible site to that Employee's home site.

