

# Do You Know What to Do—and Not Do—When Dealing with Return-to-Work Issues?



Many jurisdictions impose duties on employers when it comes to an injured or ill worker's return-to-work (RTW). For example, the OHS and/or workers' comp laws may specifically require employers to take certain steps, such as:

- Cooperating with the RTW process;
- Accommodating a returning worker; and
- Reemploying an injured or ill worker when he's able to rejoin the workplace.

And these laws may also specifically bar employers from doing certain things, most notably firing a worker because he got injured or sick on the job.

As a result, knowing [what you can and can't do](#) when dealing with injured or ill workers and their return to work can be confusing.

For enlightenment on this complex topic, join us on [July 15, 2015](#), for a one-hour webinar in which Kevin MacNeill, Partner, Emond Harnden LLP, will explore some RTW dos and don'ts. Topics covered will include:

- **Don't** make RTW decisions based on your disability insurer's determination as to whether an employee is disabled.

- **Do** make RTW decisions based on a full appreciation of current medical information.
- **Do** involve the employee, the employee's doctor and the union, if any, in the RTW process.
- **Don't** make decisions based on unclear medical evidence.
- **Do** follow up to obtain clarifications required to make an informed RTW decision.
- **Do** consider all accommodation possibilities.

As always, OHS Insider members can [register here](#) for free. All others can attend for [just \\$47](#).

In the meantime, OHS Insider has information, resources and tools on [return to work](#) and accommodations, including:

- [How to Comply with RTW Requirements](#)
- [Brief Your CEO: How Far Return-to-Work Programs Must Go to 'Accommodate' Injured Workers](#)
- [The Role of Co-Workers in a Successful RTW Program](#)
- [Model Return to Work Plan](#)
- [Model Return to Work Closure Report](#)
- [Recorded webinar on accommodating returning workers](#)
- [Recorded webinar on the Ontario return-to-work rules](#)
- [Using Supervisors to Improve the Return-to-Work Process, Part 1](#)
- [Supervisors and the Return-to-Work Process, Part 2](#).