

The Return to Work Dos & Don'ts



Title: The Return to Work Dos & Don'ts

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Dealing with employees returning to work following absence due to workplace injury, disability or illness continues to be a challenge for employers. The legal rules concerning Return to Work (RTW) in such situations continue to evolve. And failing to navigate these rules can result in costly liabilities and negative publicity.

In this webinar, we'll explore some of the principal Dos and Don'ts of RTW. 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.

For more information on the Rehabilitation Legislation Policy, [click here](#).

See below for a PDF of the slide deck used in this webinar.

About Our Speaker



Fluently bilingual, and a member of the bars of Ontario and Qu bec, Kevin MacNeill represents employers in all areas of labour and employment law both in the broader public sector and in the private sector.

He has experience acting for municipalities, school boards, boards of health and community care access corporations as well as other health care service providers. Furthermore, he has represented clients in a variety of other industries including retail, telecommunications, transportation and logistics, hydro distribution and manufacturing.

Kevin has considerable experience litigating employment-related cases. That said, he has also developed widely respected expertise in providing proactive strategic advice to some of Canada's largest private sector employers, notably in matters of workers' compensation, accommodation and absence management.

Kevin is the author of *The Duty to Accommodate in Employment*, the leading text on the subject, published by Canada Law Book (Thomson Reuters), which has been cited in several arbitration and court decisions across Canada. Kevin has also regularly spoken at seminars concerning labour and employment law.