

LIONSGATE ACADEMY

514 RETURN TO WORK POLICY - WORKERS' COMPENSATION

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Revision Date(s):

Review Date(s): 9/20/2017, 10/13/2020, 12/5/2023

I. PURPOSE

The Return to Work Policy is to return workers following a workers' compensation leave of absence at the earliest possible date following a workplace injury or illness. The policy applies to all eligible workers and will be followed whenever appropriate.

II. GENERAL STATEMENT OF POLICY

- A. Lionsgate Academy will actively seek to return employees covered by workers' compensation to productive work as quickly as possible, in cooperation with the employee's physician or healthcare provider. If an employee is unable to return to work at full capacity, Lionsgate Academy will provide transitional work, when possible, for a reasonable amount of time. Transitional work is defined as temporary modified work assignments within the worker's physical abilities, knowledge and skills. For any business reason, at any time, Lionsgate Academy may elect to change the position based on the needs of the school. Lionsgate Academy cannot guarantee a transitional position and is under no obligation to offer, create or encumber any specific position.
- B. The school will apply this policy consistent with its obligations under the Americans with Disabilities Act (ADA) or leave benefits under the Family Medical Leave Act (FMLA), or other applicable law.

References:

Minn. Stat. § 124E.03 (Applicable Law)

Minn. Stat. Ch 176 (Workers' Compensation)

Pub. L. 110-325, 122 Stat. 3553 (ADA Amendments Act of 2008, § 7)

29 C.F.R. Part 825 (Family and Medical Leave Act)