



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Return to Work Policy:

The health and welfare of all employees is a top priority of the Ozarks Regional YMCA. When one of our employees is injured on the job, we are committed to returning that employee to productive work and full wages as soon as possible.

Our Return to Work program incorporates temporary, transitional duty jobs, which consist of some type of modification to your original job, a different job or several part-time tasks combined into one job.

Ozarks Regional YMCA strives to assist employees to return to work at the earliest possible date following an injury or illness. However, this policy is not intended to supersede or modify the procedures applicable to employees eligible for reasonable accommodation or covered under the Americans with Disabilities Act (ADA) or leave benefits under the Family and Medical Leave Act (FMLA).

Inquiries about the ADA or FMLA should be directed to the Human Resources Department.

Eligibility

The policy applies to all eligible workers of the Ozarks Regional YMCA and will be followed whenever appropriate.

Transitional Work

Ozarks Regional YMCA defines "transitional work" as temporary, modified work assignments within the worker's physical abilities, knowledge and skills.

When possible, transitional positions will be made available to injured workers to minimize or eliminate time lost from work due to a workers compensation injury. Ozarks Regional YMCA cannot guarantee a transitional position and is under no obligation to offer, create or encumber any specific position for purposes of offering placement to such a position.

The policy only applies to regular full- and part-time employees who are on leave as a result of injury or illness and who are receiving workers' compensation benefits.

In the event an employee refuses transitional work (outside the employee's FMLA benefits period) and the employee satisfies the restrictions and ability to perform the transitional position, Ozarks Regional YMCA is not obligated to provide an alternative position. In such cases, Ozarks Regional YMCA will notify the insurance carrier of the employee's refusal of the transitional work, and has the right to administer corrective action, up to and including termination of employment, for refusing to work their normal work schedule.