

ARTICLE IX - LEAVE

Employees absent due to illness or disability not related to work duties may request light duty assignment for which the employee is qualified and able to perform based on any medically documented work restrictions, provided such light duty work is available.

Employees absent due to illness or disability related to work duties can be assigned light duty to a light duty assignment for which the employee is qualified and able to perform based on medically documented work restrictions, provided such light duty work is available. If the Employee refuses such assignment, they will be denied sick leave pay. If the Employee~~absent due to illness or disability related to work duties can be assigned light duty assignment for which the employee is qualified and able to perform based on any medically documented work restrictions, provided such light duty work is available. If the Employee~~refuses such assignment, they will be denied sick leave pay. If the employee is absent and receiving Workers Compensation, assignment to light duty shall be in accordance with the provisions of the Maine Workers Compensation Act regulations.

In any event, light duty is considered to be a temporary assignment, generally not lasting more than two (2) months. Such duty may be extended when necessary with approval of the HR Director. Employees shall not incur a reduction in their wage rate when assigned to light duty.

The Human Resource Director will work with the employees Department Head to determine if light duty work is available and whether accommodations can be made within the medical restrictions.