

ST. CLAIR COUNTY
RETURN-TO-WORK / MODIFIED DUTY POLICY
Replaces Policy #49

An employee who is on leave as a result of a work-related injury or illness may be released to work on modified or light duty subject to conditions specified by his/her physician. The County will make reasonable efforts to return the employee to his/her position subject to the requirements imposed by the physician for the duration of a reasonable recovery period if possible. Such a modified position is temporary and does not constitute a contract of employment or property interest in the modified or light duty position. An employee working in such a position is still subject to the same policies and procedures applicable to all employees, including the Drug and Alcohol Abuse Policies and Procedures. Any employee who is offered a physician-approved, modified duty job will be required to accept the offer; otherwise, such a refusal will be considered job abandonment.

When the injured employee reaches Maximum Medical Improvement, the County will offer reasonable accommodations to assist the employee with performing the essential functions of his/her job; notwithstanding anything herein and considering the reasonable accommodations set forth above, the employee will be required to perform the essential functions of his / her job upon returning to work.

Approved by County Commission January 24, 2023

Effective date: January 24, 2023