

CALIFORNIA STATE UNIVERSITY, LONG BEACH

POLICY STATEMENT

This policy superseded by
Article 24 of Unit 3 MOU
and Article 19 of Unit 4 MOU

NUMBER: 77-08

FILE: Leave

SUBJECT: Return To Duty After An Extended Sick Leave

The following policy statement, recommended by the Academic Senate at its meeting of January 27, 1977, and approved by the President on February 4, 1977, is as follows:

An academic employee or person in an academic administrative assignment returning to work after lengthy absence due to serious illness, serious injury, hospitalization, communicable or contagious disease, should be interviewed by the supervisor, in consultation with the personnel committee or other appropriate committee, to explore the employee's condition on returning to work. Dependent upon the presentation of substantial evidence relating to the nature of the employee's illness and the information available from the employee, a choice of the following actions must be made:

- (1) Return the employee to full duty.
- (2) Provide limited duty for a specific period of time until the employee is completely recovered. A description of the limitation of responsibility and length of time is to be documented in the employee's personnel file.
- (3) If there is any question on the part of either party with respect to the disability of the employee and the ability to continue to perform the duties of the employee's position, the supervisor, in consultation with a personnel committee or other appropriate committee, will request the employee to meet with the Associate Vice President for Academic Affairs--Academic Personnel and sign a Release of Medical Records Form and a Physician Statement Form. This will permit information to become available for evaluation of the employee's ability to perform the duties of the employee's position. The final disposition will be made by the Associate Vice President for Academic Affairs--Academic Personnel in consultation with the supervisor and the medical director of the Health Services. Under certain circumstances, it may become necessary to request the

employee to have additional medical examination at state expense in order to make this determination. The Associate Vice President for Academic Affairs-- Academic Personnel will make this decision. If such an examination appears to be necessary, the selection of an examining physician will be made by the employee from a panel provided by the Long Beach Medical Society.

Effective: Immediately

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2/8/77

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Academic Security Office