UT TYLER EMPLOYEE HANDBOOK

RETURN TO WORK

It is the policy of U. T. Tyler, when possible, to modify work assignments for a limited period to assist employees who are temporarily restricted from performing their regularly assigned duties due to an on-the-job injury.

In most cases, there will not be an adjustment in the compensation of the employee that is placed in a Modified Duty position. However, the employee placed in a Modified Duty position will be paid a salary that is equivalent to the salary of other employees holding the same position. The salary and benefits of the employee during the RTW assignment is the responsibility of the department in which the employee is placed.

An employee may choose to accept or refuse the Return to Work (Modified Duty) job offer. However, an employee who refuses a Modified Duty job offer is subject to termination. Rejection of the job offer might also result in cancellation of income benefits under Workers’ Compensation Insurance.

A Return to Work with Modified Duty offer will be extended for an initial period not to exceed 90 calendar days. The duration of approved time will be based upon the information provided by the employee’s physician. If the employee is unable to return to work at full duty after the initial approved time, he/she may request a continuation of Modified Duty not to exceed an additional 90 calendar days in a Modified Duty capacity. The request must be accompanied by updated information from the employee’s treating physician.

For more information consult the: Return to Work Policy, 4.18.6.

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