

RETURN-TO-WORK CLEARANCE CRITERIA

Return-To-Work Clearance		
EHS evaluation/clearance required (along with physician's clearance note)	Physician's clearance - accepted without EHS evaluation (documentation must be submitted in person or via email)	Return-to-work clearance not required
Following any injury or illness for four days or longer	Absence due to any illness not requiring surgical intervention (cold, flu, pneumonia, bronchitis, persistent cough, etc.) It is recommended that employees missing work due to pneumonia, bronchitis, or other acute respiratory illness return to the EHS office for respiratory system evaluation.	Funeral leave
Following an absence due to any communicable disease or infection (TB, mumps, etc.)	Absence due to pink eye.	Vacation
After absence due to a work-related injury	Any other absence due to non-surgical, non-infectious condition.	Paternity leave
Leave of absence (LOA) due to medical reasons, like hospitalization	Absence due to strep throat infection - only if doctor's note indicates a start of 24-hour antibiotics (of a 7-10-day course) noted on doctor's note; otherwise clinic visit is required.	FMLA for baby-bonding
Following a reasonable accommodation request or any modification of job assignment as a result of a medical condition		FMLA for care of family member (non- infectious)
Following the last chance agreement counseling or disciplinary action counseling that requires medical monitoring		Maternity leave (non C-section)
Following an absence due to an open wound or surgical procedure (C-section, etc.)		