



7. The cost of medical examinations and certificates to support claims for pay under the sick leave benefits are the responsibility of the employee. In the event that the University requires an employee to submit to a medical examination as a condition of employment, the employee may have the examination done by their doctor. The medical examination shall be at the University's expense and the employee shall receive a written copy of the doctor's report.
8. When a statutory holiday falls within, or contiguous to, a period of paid sick leave, the holiday shall not be assessed against the employee's sick leave. Employees on sick leave are not entitled to University closure compensation or time off in lieu.
9. A Joint Case Review Committee will be established with Union and University representation and will adhere to a strictly confidential review process. This Committee will meet at the request of either Party to consider individual cases, appeals and decisions related to appeals. The Wellness and Recovery Program staff will advise employees of the Union's role in return to work or accommodation discussions. Terms of reference for the Joint Case Review Committee are at Appendix A and include a confidentiality provision.
10. If a period of continuous sick leave extends beyond four (4) weeks the employee will be referred to the Wellness and Recovery program. Notwithstanding the requirement above, all employees may participate in this program by contacting the Wellness and Recovery staff for advice and resources.
11. Employees will also be referred to the Wellness & Recovery program for a period of six (6) months when there are four (4) occurrences and a total of fourteen (14) days for a full time employee on 7 hour day (98 hours) in any twelve (12) month period (the threshold). The Supervisor will consult with the Wellness and Recovery staff to determine further action on a case by case basis. Medical certificates satisfactory to the University will be required for all future absences while on the Wellness & Recovery program, or unless advised differently by the Wellness and Recovery staff.
- 12.

delivered to the AVP Human Resources no later than 3 months before the end date of the pilot.

- b. . Either party may give notice of 120 days to end the pilot. In the event that the pilot is terminated, the previous Protocol (2017) will recommence.



The purpose of the Joint Evaluation Committee ("The Committee") will be to review the progress of