APPENDIX H: Disability accommodation process

1. Need for accommodation arises:
   Employee requests accommodation or union/employer notices a workplace issue

2. Information gathering
   Possible sources:
   - letter to physician(s)
   - medical ability to work form
   - special assessment

3. Discussions with employer
   • develop accommodation proposals
   • involvement of employee and union

4. Implementation
   • written accommodation plan or return to work plan (signed by all parties)
   • temporary and/or permanent measures

5. Follow-up and reassessment
   • Is the accommodation working?
   • Have circumstances changed?

Collective agreement
(e.g. injury on duty, leave provisions)

Sickness benefits
(e.g. DI, workers compensation)

Employment equity:
• Barrier removal
• EE plan

Health and safety:
• Identification and prevention of workplace hazards