

**LETTER OF UNDERSTANDING**

BETWEEN

THE UNIVERSITY OF OTTAWA  
(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA  
(Association)

**Long-term disability (LTD)**

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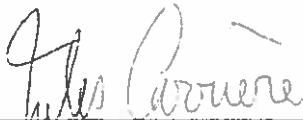
This LOU replaces the MEMORANDUM titled SICK LEAVE dated 10 February 1994.

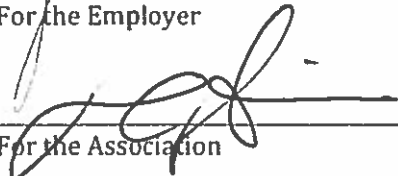
Should the member's sick leave extend beyond 119 calendar days, the member may find himself or herself on LTD under 40.2. When returning to work from LTD, the following procedures apply.


1. A member who wishes to return to work from LTD status (with disability status defined as in 40.2.1.5) must advise his or her dean as far in advance as possible.
2. If the dean has reasonable grounds to question the member's fitness to return to work, the dean may request a written attestation from the Health, Wellness and Leave Sector in Human Resources that the member is fit (or unfit) to return to work.
3. To provide such an attestation, the Health, Wellness and Leave Sector may need access to the medical information regarding a member as a result of an examination by a physician designated by Health, Wellness and Leave Sector or by the member's personal physician.
4. The University has instructed deans to arrange a meeting with all members who notify them of their intention to return to work from LTD. Such a preliminary meeting is necessary to facilitate a member's return to work.
5. A copy of such a requested attestation will be sent to the member when the University advises the member of its decision regarding the member's return to work.


It is important to remember that, while the decision to seek attestation from the Health, Wellness and Leave Sector is made by the dean, a member's medical file remains confidential and is kept only in Health, Wellness and Leave Sector. The dean does not have access to the medical file.

On return from LTD, the member normally resumes full-time duties. However, members should be aware of the provisions of article 30 concerning a reduced workload, to be negotiated between the member and the dean.

  
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For the Employer

  
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For the Association

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date