



# FOREST LAKES FIRE DISTRICT MEDICAL LEAVE POLICY NUMBER 0017a



## Medical Leave

(See also Policy 0017b, Workers' Compensation)

### Purpose

This policy outlines the restrictions and required notification while an employee is on medical (sick) leave.

### Definitions

Sick or medical leave occurs when an employee is being compensated for a work-related accident, either having occurred while working for the Forest Lakes Fire Department or any other employer.

Worker's compensation is a "no fault" system in which an injured employee is entitled to receive medical and compensation benefits no matter who causes the job-related accident.

Employees on medical leave or worker's compensation are restricted from doing many physical tasks until they are back to good health.

### Policy

It is up to the member to advise the Fire Department if he/she is on Industrial or Workmen's Compensation.

While being compensated the employee is allowed observation and classroom training only.

While on medical leave the member cannot:

- Have any active physical participation with the Fire Department
- Ride on or operating any apparatus or equipment

In addition, while on sick leave the member must:

- Advise us of no reimbursement
- Have doctor's written release to return to regular duty.



**FOREST LAKES FIRE DISTRICT  
MEDICAL LEAVE  
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Approved by the Forest Lakes Fire District Board on: Nov 21, 2020

A handwritten signature in black ink that reads "John Hennessey".

John Hennessey, Clerk