



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 workers 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 operate any apparatus or equipment

In addition, while on sick leave the member must:

- Advise the Fire Board District of no reimbursement
- Have doctor's written release to return to regular duty.



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Approved by the Forest Lakes Fire District Board on June 20, 2026.

Israel Torres

Israel Torres, Clerk