

**Vancouver Island University
and
Canadian Union of Public Employees, Local 1858
Collective Agreement
July 1, 2014 to June 30, 2019**

19.09 JOINT EARLY INTERVENTION PROGRAM AND JOINT REHABILITATION COMMITTEE

A Joint Rehabilitation Committee made up of three (3) representatives from the Union and three (3) representatives from Human Resources will develop their own terms of reference and processes to reflect the following principles:

- a) The Joint Early Intervention Program will be jointly managed.
- b) Where an employee is absent for five (5) or more consecutive days of work or where it appears that there is a pattern of consistent or frequent absence from work, an employee may be referred for participation in the Early Intervention Program. If an employee is referred, the employee must participate in the Early Intervention Program.
- c) The purpose of the program is rehabilitative.
- d) The employee will provide the information necessary for the Employer, the Union and the disability management services provider to determine the employee's prognosis for early, managed return to work.
- e) All information provided to the committee or to the disability management services provider will be in confidence, and all records will be confidential. Managers will only be provided with information necessary for rehabilitative employment.
- f) An employee enrolled into the program is entitled to Union representation, and the Union agrees to maintain the confidentiality of the employee's medical and related records.