

Our Return to Work Program

An employee benefit

The goal of a Return to Work program is to help our employees who are injured on the job get back to work as soon as possible. The program includes active management of incidents, open communication between all parties and options like transitional work duties that fit our injured workers' capabilities.

A Return to Work program is an excellent employee benefit:

- Workers' compensation payments cover just two-thirds of an injured employee's pay. By returning to work as soon as possible, injured employees receive their normal compensation sooner, minimizing lost wages and time.
- Studies show that Return to Work programs help injured employees heal more quickly and completely.
- Return to Work programs have proven to reduce depression and alleviate emotional stress common among injured employees.
- Most employees look forward to adding to the productivity of the company through transitional duties, and welcome the chance to be back alongside their friends and co-workers as soon as is medically appropriate.

As an employee, you play a key role in the success of our Return to Work program. So, make sure you understand your responsibilities. If you're injured on the job, report the injury to your supervisor immediately; inform your medical provider of our program and have him or her complete a Work Capacity Analysis Form; and communicate regularly with your supervisor or management about your progress.

For more on how to make our Return to Work program work for you, ask your supervisor, consult the company policy manual or talk to human resources.

