

#104456

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### **PROVISION OF MEDICAL CERTIFICATES**

In accordance with the provisions of the Division's collective agreements with C.U.P.E. and M.A.N.T.E., and in accordance with the Public Schools Act respecting teachers (M.T.S.), the Division may request medical certificates in respect of employee absences.

Unless otherwise requested, all employees shall provide a certificate from a duly qualified medical practitioner for each absence of three or more days, confirming that the employee was unable to work because of illness.

The certificate shall, as a rule, be provided to the employee's principal or immediate supervisor on the employee's return to duty. However, the management of the School Division may, at its discretion, request that the certificate be provided before the employee's return to duty.

Following a lengthy absence, the Division may also request the employee to provide a certificate to indicate the employee's ability to return to work.

Any cost associated with the provision of such certificates will be at the employee's expense.

APPROVED JUNE 25, 1991 MOTION 12-03-91  
REVISED SEPTEMBER 28, 2004 MOTION 20-03-04  
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ADOPTED	REVIEWED	REVISED	PAGE
	25/May/05		1 of 1
	Motion 10-02-05		