

LIMITED DUTY PROGRAM

New York State and Council 82, AFSCME, AFL-CIO, negotiated a Limited Duty Program, as part of the employer-provided benefits associated with workers' compensation disabilities, in the 1991-95 agreements.

This program allows employees in the Security Services and Security Supervisors Units, who have been disabled temporarily due to occupational accidents, to return to work prior to full recovery and work in assignments that meet both the needs of the agency and the medical limitations of the employees.

Employees benefit from this Program by returning to work and becoming productive more quickly, thus enhancing the recuperation process. Agencies benefit from this Program because they have the services of employees who would otherwise be unable to return to work.

When an employee's level of disability is classified at 50% or less (mildly or moderately disabled), the employee is qualified for a limited duty assignment. The agency will use the information provided on this form by the evaluating physician to design a limited duty assignment that is consistent with the employee's limitations and capabilities. Usually an assignment will be given to an employee in blocks of time of no more than 45 days each until the employee has fully recovered and returns to his/her regular assignment.

During the period of limited duty, the employee will be expected to provide periodic medical documentation from the attending physician to verify that the employee's medical condition and the assignment remain consistent and to confirm full recovery prior to return to the regular job assignment.

Questions concerning the information on this form should be directed to the evaluating physician at the telephone number listed. Questions concerning the limited duty assignment should be directed to the employee's agency.