

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION
GRAYSON, KENTUCKY

BOARD POLICY NO. 524

SUBJECT: REINSTATEMENT AFTER EXTENDED SICK LEAVE

I. OBJECTIVE

To establish a policy governing the reinstatement of employees after extended sick leave. For the purpose of this policy, extended sick leave shall be defined as any period of continuous disability that exceeds ten (10) consecutive working days.

II. POLICY

An employee will be expected to return to work upon receipt of a medical release from an attending physician stating the employee may perform normal job duties. If the employee chooses not to return upon medical release, his/her position may be filled and employment terminated.

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION will hold a position vacant for a period of 90 days, or until all sick leave and annual leave are exhausted, whichever is later, except in the following situations:

- A. If a disability extends beyond the aforementioned period, the employer reserves the right to fill the vacant position; or
- B. When it is determined by the President & CEO, in his/her opinion, that holding the position open would have a critical and adverse effect on the operation of the Cooperative; or
- C. When an individual is determined by medical examination to be permanently disabled and unable to return to work; or
- D. If the employee is a member of the bargaining unit and is therefore subject to the provisions as set forth in the current Union Contract.

The employee may be reinstated, upon receiving a medical release, to a position commensurate with his/her ability to perform, if such is available. Should an employee be reinstated into a position with a lower grade assignment than the position occupied prior to disability, pay will not exceed the wage or salary schedule in effect for that position at the time of reinstatement. In such a situation, an employee's rate of pay will be determined by Management and will be directly related to the employee's ability to perform all the duties of the position.

No employee may return to work following an extended sick leave without a medical release from an attending physician stating that the employee is able to assume his/her normal job duties. For disability of less than ten (10) working days in duration, the provisions of Board Policy Number 504 shall apply.

III. RESPONSIBILITY

The President & CEO is responsible for the execution of this policy.


Roger L. Trent, Chairman


Bill E. (Eddie) Martin, Secretary/Treasurer

Date Adopted: 12/21/90
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Minute Book Page: 2734-2735
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