



4030 B

Return to Work

Regulation 4030 B

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I. PURPOSE

The Workers' Compensation system in Minnesota has evolved to promote return to work and has significant cost incentives for both employers and employees who accomplish this result. The District is committed to return injured employees to physically appropriate employment to address costs and to recognize the value of all employees. Early intervention and planning will significantly increase the likelihood of a successful return to work. The cost-effective result is to pay wages for productive work where human resources are needed, rather than Workers' Compensation payments where an individual is released and could otherwise be working productively. The purpose of this regulation is to establish the parameters of the return to work program for injured district employees.

II. GENERAL STATEMENT OF REGULATION

- A. The Superintendent or superintendent's designee shall designate an employee to act as workers' compensation administrator who will assume major responsibility for implementation of a program to promote return to work where possible.
- B. District supervisors, employees and labor organizations representing district employees shall cooperate in identifying or creating opportunities for suitable employment within the return to work program.

III. PRIORITIES FOR PLACEMENT

- A. The priorities for returning injured employees to suitable work includes, but is not limited to, the following:
 - 1. Employee returns to pre-injury job;
 - 2. Employee returns to pre-injury job with appropriate modifications;
 - 3. Employee returns to a similar job in the same bargaining unit with or without appropriate modifications;
 - 4. Employee returns to a new job in the same bargaining unit;
 - 5. Employee returns to a new job in a different bargaining unit;
 - 6. Employee returns to work in a new job within Minneapolis Public Schools;
 - 7. Employee returns to work in a new job with another employer.
- B. The priorities identified above are subject to the terms of applicable collective bargaining agreement(s) affecting the employee to be placed.

IV. STRATEGIES FOR RETURN TO WORK

- A. Injured employees may be returned to work with physically appropriate assignments that may include, but are not limited to, the following strategies:
 - 1. Modified work assignment;



2. Modified work schedule;
 3. Temporary employment in a different position;
 4. Voluntary demotion;
 5. Transfer within the district;
 6. Retraining to a different position or classification;
 7. Temporary light duty in a district location.
- B. Strategies offered or used are subject to applicable collective bargaining agreements where appropriate.

Legal References:

Minn. Stat. Ch. 176 (Workers' Compensation)

Cross References:

MPS Policy 6680 (Safety, Security and Emergency Management)

MPS Policy 6681 (Accident Prevention and Reporting)

MPS Policy 6682 (Emergency Health Care)

MPS Policy 7010 (Environmental Health and Safety)

MPS Regulation 3348 B ([Bus] Accident Reporting and Review)