

MODIFIED DUTY PROGRAM

The University of Florida deeply appreciates and values the workplace efforts and contributions of its employees. As a reflection of that appreciation, the university created the Workers' Compensation Modified Duty Program in 1994. The purpose of the program and its statement of policy are to ensure that each injured employee is provided the opportunity to remain an active and productive member of the university community. To that end, every effort is made to provide modified duty work to those employees who sustain a workers' compensation compensable injury or illness.

The policy and provisions of the Modified Duty Program are administered by the University of Florida Workers' Compensation Office (UFWC) and go into effect when an injured employee's authorized medical care provider assigns physical restrictions to the employee and then releases that employee to return to work. From that point forward, the employee must be available to return to work and perform duties identified by the department that are within the restrictions established by the employee's authorized medical care provider. Responsibility for ensuring that temporary modified duty work is provided to injured employees rests with the appropriate Chair, Director, Dean or Vice President.

The Workers' Compensation Modified Duty Program policy establishes the following obligations and limitations on departments and injured employees:

All departments must provide temporary modified duty work to injured employees. UFWC is available to assist administrators with clarifying, identifying, and assigning modified duty work in accordance with the written restrictions provided by the injured employee's authorized medical care provider.

If providing modified duty work causes the injured employee's work unit difficulty, the Chair, Director, Dean or Vice President may assign the employee to a different work unit. All costs, however, remain the responsibility of the injured employee's primary work unit.

Injured employees must perform assigned modified duty work to the best of their ability within the restrictions established by their authorized medical care provider. Departments, however, are under no obligation to provide work to employees who fail to make a good faith effort to perform such work. Employees who refuse to cooperate with and/or participate in the program jeopardize their benefits and face discipline up to and including termination.

All modified duty work is of a temporary nature and may not exceed 90 consecutive calendar days from its initial commencement without the authorization of the Vice President for Human Resource Services. The obligation to provide modified duty work ends when employees reach maximum medical improvement (MMI); when up to 90 consecutive calendar days have passed, or when a department's efforts to assist an employee prove to be counter-productive.

The Office of Human Resource Services is available to assist a department if an employee is unable to resume the essential functions of his/her regular job once MMI is assigned; at the conclusion of the modified duty work assignment, or when a department's efforts to assist an employee prove to be counter-productive.

Remember: Absence from work due to a work-related injury or illness will count toward your Family and Medical Leave Act (FMLA) entitlement as set forth in the Act.

Questions? Contact UFWC at: (352) 392-4940 and/or via e-mail at: workcomp@ufl.edu. You may also contact UFWC by dialing 1-800-955-8771 (TDD).

Mailing address: UFWC, P.O. Box 115008, Gainesville, FL 32611-5008